Alberta Apprenticeship and Industry Training Board

2005-2006 Annual Report

BUILDING OPPORTUNITY

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September 2006

Honourable Denis Herard
Minister
Alberta Advanced Education
#107 Legislature Building
10800 - 97 Avenue
Edmonton, Alberta T5K 2B6

Dear Minister Herard:

I am pleased to provide you with the fourteenth annual report of the Alberta Apprenticeship and Industry Training Board. This report covers the board's operations and achievements for the period April 1, 2005 to March 31, 2006. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

Brian Bickley
Chair

CONTENTS

Message from the Board Chair 4

Apprenticeship at a Glance 6

Statistics at a Glance – 2005 7

Vision, Mission, Principles 8

Responding to the Demand 9
- Increasing Access to Technical Training 9
- Recognizing Prior Skills and Knowledge 11
- Reviewing Ratio Requirements 11
- Studying Apprentice Completion Rates 13
- Facilitating Interprovincial Mobility 13
- Considering Foreign Workers 14
- Contributing Financial Support 14

Promoting Apprenticeship 15
- Implementing the Board's Communication Plan 15
- Continuing *Helping High School Students Find Their Place in the Trades* Project 16
- Supporting Pan-Canadian Campaign 16
- Tapping into Non-Traditional Sources of Workers 17
  - Alberta Aboriginal Apprenticeship Project 17
  - Aboriginal Communication Strategy 18
  - Women in the Trades 18
  - Youth Apprenticeship Project 19
  - Registered Apprenticeship Program 20
  - Career and Technology Studies 20

Sustaining the System 21
Bringing Industry Network Together Through Workshop 21
Providing Support Through Worksite Visits 22
Noting Changes to Trades and Occupations 22
Crane and Hoisting Equipment Operator 22
Electronic Technician 23
Rig Technician 23

Celebrating Excellence 24
Recognizing Recipients of *Chairman's Award of Excellence* 24
Presenting the Alberta Apprenticeship and Industry Training Board Awards 24
Top Apprentice 25
Employer Award of Excellence 25
Top Instructor 25
Awarding the Apprenticeship and Industry Training Board Family of Scholarships 26
Registered Apprenticeship Program Scholarships 26
Alberta Apprenticeship and Industry Training Scholarships 26
Encouraging Skills Competitions 26
Provincial Skills Competition 27
Canadian Skills Competition 27
WorldSkills Competition 27

Looking Forward 27

Appendices 29
About the Board 30
About the System 31
Board Member Profiles 33
Commonly Used Terms 40

Statistical Profiles 45

Award and Scholarship Recipients 73

MESSAGE FROM THE BOARD CHAIR

Alberta is enjoying prosperous times, and all indications are that this will continue well into the future. In 2005, Alberta's economy led the country with the lowest unemployment rate at 3.9 per cent. At the same time, Alberta is facing considerable labour force pressures, including an aging workforce, changing education requirements, greater competition and an increasing demand for skilled workers.

This year, the Alberta Apprenticeship and Industry Training Board's activities focused on addressing the demand for skilled tradespeople. Our efforts have been directed towards introducing measures that will have long-term benefits, as well as help to alleviate immediate needs.

Following extensive consultation with industry, changes were made to journeyperson-to-apprentice ratio requirements in some trades facilitating the training of more apprentices. As well, the board worked with government to increase access to technical training for apprentices.

A career in the trades is rewarding, challenging and offers room for growth – a fact well known by those with a trade certificate. One of the board's priorities again this year was to convey that message to Albertans. We continued to reach out to Aboriginal people, women, youth, their parents and educators using new approaches to enhance the image of the trades as a career option. Early indications suggest that the Aboriginal and youth programs are having a positive impact.

Scholarships have been effective in recognizing apprentices and attracting new participants to the system. In 2005, the Alberta government made available an additional 450 Registered Apprenticeship Program (RAP) scholarships to registered apprentices who graduate from high school and continue their apprenticeship training.

The board continued to support and strengthen its network of industry committees – the committees that provide the board with information and perspectives of industry on the front line all across Alberta. In October 2005, nearly 300 participants attended the fourth, province-wide Industry Network Workshop. This year's workshop in Edmonton was again successful in providing committee members an opportunity to share ideas and develop strategies for the future.

In the months ahead, the board will continue to listen to and address the needs of industry. It will continue to assist industry to meet the growing demand for journeypeople and apprentices, and it will focus on its priorities as set out in its 2006-09 Business Plan. Those priorities include:

- encouraging more employers to hire and train apprentices,
- facilitating access to training and certification,
- continuing to enhance the image of the trades, and
- maintaining standards.

I believe that, through the combined efforts of its many partners, Alberta's apprenticeship and industry training system will continue to grow and prosper.

Sincerely,

Brian Bickley
Chair

APPRENTICESHIP AT A GLANCE

Alberta has 51 designated trades and six designated occupations.

Apprenticeship programs in most of the designated trades are three to four years in length.

Approximately 80 per cent of an apprentice's time is spent on the job under the guidance of a certified journeyperson or qualified tradesperson. The other 20 per cent involves technical training provided at, or through, a post-secondary establishment – usually a college or technical institute.

Apprenticeship begins with finding an employer. Employers hire apprentices, pay their wages and provide on-the-job training supervised by a certified or qualified tradesperson.

Most apprentices are eligible for employment insurance while attending technical training. Apprentices who demonstrate financial need may qualify for a grant while attending technical training.

The most common age for Alberta apprentices to register in their first trade is 19.

While in high school, students can become apprentices through the Registered Apprenticeship Program (RAP). In RAP, they obtain hours of on-the-job training and work experience as credit toward both an apprenticeship program and a high school diploma while earning an income.

To date, more than $1.1 million has been awarded to Alberta apprentices through the Alberta Apprenticeship and Industry Training Board Family of Scholarships.

Alberta's apprenticeship and industry training system relies on a network of over 100 committees made up of approximately 750 individual industry representatives. All trade and occupational committees are composed of equal numbers of employers and employees.

Technical training is often delivered through what is called 'block release', where the apprentice spends several weeks a year in classroom training. Technical training is offered in other formats in some trades, including competency-based apprenticeship training (CBAT), distance delivery, weekly apprenticeship training system (WATS) and mobile delivery. More recently, delivery via videoconferencing over the Alberta SuperNet and on-site classes at workplaces have been added as delivery options. *(See Commonly Used Terms in the Appendices for definitions.)*

Although Alberta has only 10 per cent of Canada's labour force, it trains more than 20 per cent of the country's apprentices.

Alberta recognizes apprentices from other jurisdictions at the same level as their home jurisdiction.

Alberta welcomes tradespeople from other jurisdictions who hold an Interprovincial Standards Red Seal.

Alberta has produced more tradespeople with an Interprovincial Standards Red Seal than any other jurisdiction in Canada.

STATISTICS AT A GLANCE – 2005

As of December 31, 2005, there were 46,472 registered apprentices in Alberta.

Apprenticeship registrations have increased by 98 per cent since 1995, and 43 per cent since 2000.

In 2005, 17,896 new apprentices registered. Between 2000 and 2005, the average number of new apprentices registered was 13,458.

As of December 31, 2005, more than 1,100 Aboriginal people were registered in Alberta as apprentices – a significant increase since 2002 when there were 238 registered Aboriginal apprentices.

More than 1,400 high school students were registered in RAP in 2005.

High school RAP students are employed at approximately 1,000 employer sites.

Over 1,800 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.

In 2005, apprentices were being trained at more than 11,600 employer sites around Alberta.

In the 2005-06 school year, there were more than 1,100 apprenticeship technical training classes offered.

In 2005, 6,823 individuals were certified in Alberta's 57 designated trades and occupations.

According to a 2006 survey of employers, overall satisfaction with Alberta's apprenticeship and trade certification system remains high with 87 per cent of respondents expressing satisfaction with the system.

The majority of employers who participated in the 2006 employer survey expressed satisfaction with:

- the skills of certified journeypersons (95%)
- apprenticeship technical training (86%)
- the effectiveness of on-the-job training (90%)

The majority of graduates who participated in the 2005 apprenticeship graduate survey expressed satisfaction with:

- the overall quality of on-the-job training (91%);
- the overall quality of their technical training (93%); and
- their experience with the apprenticeship program – 96 per cent would still have chosen to become an apprentice.

Advanced Education staff completed more than 14,000 shop registrations through site visits in 2005. These site visits provide an opportunity to promote apprenticeship and industry training programs, to work with employers and apprentices to ensure the successful completion of apprenticeship training, and to ensure compliance with the *Apprenticeship and Industry Training Act*.

Apprentices Registered by Year, 1985-2005

Source: *Alberta Advanced Education*

* This graph represents statistics covering calendar years (Jan to Dec).

Structure and Organization of the Alberta Apprenticeship and Industry Training System

Alberta Apprenticeship and Industry Training Board

Minister of Advanced Education

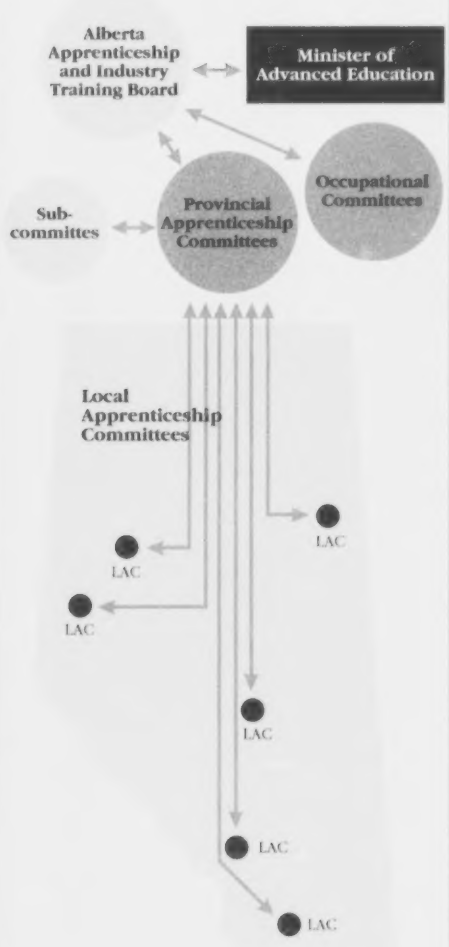
Occupational Committees

Sub-committees

Provincial Apprenticeship Committees

Local Apprenticeship Committees

Structure and Organization of the Alberta Apprenticeship and Industry Training System



VISION, MISSION, PRINCIPLES

THE ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING BOARD – *Back row from left:* Michael Atkin, Hal Williams, Jeffrey Norris, Gerald Clark, Rod Moore, Raymond Massey, Jim Hill. *Front row from left:* Les LaRocque, Ray Jeffery, Shirley Dal (Assistant Deputy Minister), Brian Bickley (Chair), Silvana Poplawski, Don Bunch. *Missing from photo:* John Bond

VISION

Highly skilled and trained people in designated trades and occupations meeting the needs of industry.

MISSION

To establish and maintain high quality training and certification standards in the apprenticeship and industry training system.

PRINCIPLES

Accessible – Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.

Funded by all – Apprentices, trainees, employers and government contribute to the financial cost of training.

Industry-driven – Industry is responsible for setting training and certification criteria and standards, and for providing on-the-job training and work experience.

Supported by government – The Alberta government, with advice from industry, has a role in regulating apprenticeship training and helping individuals acquire the skills needed to work in designated trades and occupations.

Collaborative – Apprenticeship and industry training is based on effective partnerships among stakeholders.

Over the past year, many of the board's activities and projects focused on responding to industry's need for skilled workers, promoting apprenticeship, sustaining the system and celebrating excellence.

RESPONDING TO THE DEMAND

Increasing Access to Technical Training

Alberta's apprenticeship and industry training system is continually evolving and responding to meet the technical training needs of Alberta industry. Over the past year, the board, together with government, has increased access to training in the trades.

Over 1,100 apprenticeship technical training classes were offered by 12 post-secondary institutions: Delmar College of Hair Design, Keyano College, Lakeland College, Lethbridge Community College, Marvel College, Medicine Hat College, the Northern Alberta Institute of Technology (NAIT), Northern Lakes College, Olds College, Portage College, Red Deer College and the Southern Alberta Institute of Technology (SAIT).

In addition to the more traditional 'block release' method of delivering technical training, there are a number of alternate means of delivery available to Alberta apprentices. Examples included:

- Electrician and welder technical training was delivered via videoconferencing on the Alberta SuperNet to apprentices in Edson, Drayton Valley, Grande Cache, Hinton and Jasper. Fifteen welder and six electrician apprentices participated in this initial offering. NAIT provided the instruction, and the program was delivered through the Pembina Educational Consortium and the Yellowhead Region Educational Consortium. Apprentices completed independent reading and attended classes by videoconference two evenings per week for each trade at a local facility.

- A collaborative initiative between the Alberta government, employers, Keyano College and Red Deer College used an alternate approach to help apprentices in the Fort McMurray region complete their training. Apprentices at the Suncor Energy and OPTI-Nexen Long Lake Project sites took their in-class training on the job site, rather than having to leave work for eight weeks to attend school. More than 40 electrician and steamfitter-pipefitter apprentices participated in this project, the first of its kind in Alberta.

- Electrician apprentices from 45 communities across the province including places such as Hillspring, Lundbreck, Oyen, Swan Hills, Boyle and Whitecourt completed technical training through distance delivery while maintaining full-time employment and living in their home communities. Welder, millwright and locksmith technical training is also available by distance delivery.

- Portage College in Lac La Biche offered all three periods of cook technical training over successive years, allowing Aboriginal women and other apprentices to successfully complete their apprenticeship program and receive their Journeyman Certificates while living in a community setting.

"Developing alternative forms of delivering technical training, such as on-site delivery, improves access to apprenticeship technical training and helps address skill shortages."

Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board
Excerpt from Advanced Education News Release January 25, 2006

RESPONDING TO THE DEMAND

- Crane and hoisting equipment operator technical training has been offered by mobile delivery in numerous communities including Bonnyville, Slave Lake, Grande Prairie and Brooks.

- Mobile delivery has been used to offer many different training opportunities in communities across the province. For example: roofer in Lethbridge and Calgary; bricklayer, concrete finisher and tilesetter in Edmonton; millwright at ALPAC (Athabasca); painter and decorator in Siksika; and carpenter in Wabasca, Garden River, Saddle Lake, Siksika and Standoff.

- Weekly apprenticeship training, popular in the cook and parts technician trades, allows apprentices the opportunity to apply what they have learned in the classroom one day each week and to progress through their apprenticeship program at a steady pace. Employers benefit from having the apprentice on the job for most of the time. For example, to meet the need of apprentices and employers, SAIT offers parts technician training one day per week from 1:00 – 8:00 p.m.

- Competency-based apprenticeship training has been offered in the electrician, welder, carpenter, power systems electrician and locksmith trades, allowing apprentices to complete the period of technical training and return to work sooner than usual.

Also within the traditional 'block release' method of delivery, access to technical training was increased. Examples included:

- Innovative class offerings have maximized the use of specialized lab facilities and increased the number of apprentices that attend technical training. A number of colleges stagger classes in some high enrolment trades. For example, some institutions have the first class running from 8:00 a.m. to 5:30 p.m. and a second class from 10:00 a.m. to 5:30 p.m.

- More institutions are offering apprenticeship technical training. For example, Portage College is now offering the steamfitter-pipefitter program, and plans are being made for Northern Lakes College – Slave Lake to offer the carpenter, electrician and welder programs in the fall of 2006.

- More seats are being offered in high demand trades at Keyano College, Lakeland College, Lethbridge Community College, Medicine Hat College, NAIT, Olds College, Red Deer College and SAIT.

The Alberta Apprenticeship and Industry Training Board, Advanced Education and technical training providers have worked hard to meet the needs of apprentices who have a variety of different personal circumstances and work situations. The availability of a variety of delivery options benefits both employers and apprentices.

RESPONDING TO THE DEMAND

Recognizing Prior Skills and Knowledge

The board provides advanced standing in an apprenticeship program to individuals with prior learning and work experience. The board recognizes:

- one and two-year technician and technology programs. For example, more than 25 two-year technology programs offered at a number of public post-secondary technical training institutions are accredited toward an apprenticeship program.
- pre-employment programs that cover all first-period requirements at all institutions that offer apprenticeship training, some of which are in rural communities.
- high school Career and Technology Studies courses toward the automotive service technician, cabinetmaker, carpenter, cook, electrician, hairstylist and welder trades.
- apprentices from other parts of Canada at the level of their apprenticeship program in their home province or territory.

The board recognizes the skills and knowledge of individuals who have previous experience and learning in a designated trade or occupation.

- The Qualification Certificate Program provides an opportunity for individuals to demonstrate, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, they meet the board's standards for achievement set for certification. Between 1998 and 2005, more than 1,500 individuals have been issued a trade certificate through this program.
- The board continues to recognize and welcome certified tradespeople from other provinces and territories through the Interprovincial Standards (Red Seal) Program.

Reviewing Ratio Requirements

The industrial activity in Alberta's oil sands is having an effect on all employers who employ tradespeople. The shortage of skilled tradespeople experienced by large companies is having a "domino effect" on medium and small employers including those in the non-construction trades. Many skilled tradespeople are moving to the higher paying jobs in the industrial construction industry leaving medium and small employers challenged to find skilled tradespeople to fill their place.

While employers are hiring apprentices, some are having difficulty finding enough journeypeople to train and supervise them. Industry has expressed concerns about the number of apprentices that an employer is allowed to employ (commonly called the ratio provision). Most trades allow employers to employ one apprentice for each journeyperson they employ. Industry indicated they need additional flexibility.

TRADE FACTS

Journeyman Certificates are granted to apprentices who successfully complete an Alberta apprenticeship program.

Occupational Certificates are granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Qualification Certificates are granted to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Equivalency documents are granted to individuals who hold credentials that are recognized as equivalent to an Alberta trade or occupational certificate.

RESPONDING TO THE DEMAND

The Alberta Apprenticeship and Industry Training Board responded to these concerns.

To help employers train more apprentices, the Alberta Apprenticeship and Industry Training Board recommended changes to the way ratios were calculated. These changes were approved by the Minister of Advanced Education and came into effect in spring 2006. For the purpose of calculating ratio, the following individuals are no longer counted as an apprentice:

- individuals who are not apprentices, and have applied for certification or recognition of their credentials and had their prior work experience in the applicable trade verified, and
- apprentices in the final period of three and four-year apprenticeship programs.

Prior to May 1, 2006, employers were required to count as apprentices individuals who had applied for certification or recognition of their credentials as well as all apprentices.

As well, over the last year, the ratios in a number of trades were changed.

- In the steamfitter-pipefitter, ironworker and boilermaker trades, the ratio was changed from three journeypersons to one apprentice to one journeyperson to one apprentice (except for shutdowns in the boilermaker trade).
- In the hairstylist trade, the ratio was changed from one journeyperson to one apprentice to one journeyperson to two apprentices. There are now eight trades with ratios of one journeyperson to two apprentices.

Historically, ratios have been used as a way to ensure quality on-the-job training. The board does not believe these changes compromise the quality of training that apprentices receive. Employers are expected to continue to provide quality on-the-job training as they always have. Employers are responsible, under the Occupational Health and Safety Act, to ensure the safety of their workers and to ensure that workers are appropriately supervised.

RESPONDING TO THE DEMAND

Studying Apprentice Completion Rates

In response to the high demand for skilled journeypeople, employers across Alberta have registered apprentices in record numbers. Consequently, the board anticipates a corresponding increase in the number of journeypeople in the years ahead as these newly registered apprentices complete their programs. Currently, 76 per cent of apprentices who complete the first year of their program go on to complete their apprenticeship within two years of the earliest possible completion date.

In order to better understand why some apprentices leave their program, the board has initiated research into apprenticeship completion and cancellation rates. This is a complex issue which involves three parties: apprentices, government and, most importantly, employers where 80 per cent of apprenticeship training takes place. The study will provide industry with information and tools to help retain more apprentices and to see them through to the completion of their apprenticeship.

Facilitating Interprovincial Mobility

The Assistant Deputy Minister of Apprenticeship and Industry Training within the ministry of Alberta Advanced Education serves on the Canadian Council of Directors of Apprenticeship (CCDA). The objectives of the CCDA include enabling the interprovincial mobility of journeypersons and fostering uniformity in training between provinces. The CCDA provides direction to the Interprovincial Standards and Examinations Committee (ISEC), the committee responsible for working with industry across Canada in the development and validation of National Occupational Analyses, interprovincial examinations and item banks, and common core curriculum standards. ISEC also develops and implements administrative and security procedures for examinations. Tradespeople holding the Interprovincial Standards (Red Seal) endorsement can work in any Canadian province or territory that recognizes that trade without further examination.

Alberta recognizes and welcomes certified tradespeople with the Red Seal endorsement from other provinces or territories. Alberta also recognizes apprentices from other jurisdictions at the same level as their home jurisdiction.

Gaining Insight Through Surveys, Ensuring Accountability

The board is accountable to Albertans for the performance of the apprenticeship and industry training system and is committed to pursuing the highest level of performance. One measure of the effectiveness of the system is the survey of apprentice graduate satisfaction conducted in alternate years. The graduate satisfaction survey seeks to understand:

- graduate satisfaction with their experience in their apprenticeship training program and with their technical training; and
- responsiveness of the apprenticeship and industry training system to the skill requirements of the Alberta economy – measured by the extent to which their employment is related to their training.

Last year, the board conducted a comparison of the 1998-2004 survey data. Overall, the research results indicate an overwhelmingly high level of satisfaction among graduates with Alberta's apprenticeship system. Some of the results of the most recent graduate survey are found within this annual report. Contact Advanced Education for more detailed results.

RESPONDING TO THE DEMAND

Considering Foreign Workers

The board and the Alberta government have worked with the federal government to address the shortage of skilled tradespeople. The Foreign Worker program is available to employers who are able to demonstrate that they have been unable to recruit skilled tradespeople from Alberta or other parts of Canada.

Where journeyperson certification is required, the Alberta government assesses the skills, knowledge and experience of potential foreign workers against Alberta standards, and issues a Qualification Certificate when those standards are met. Employers hiring foreign workers must offer wages and working conditions consistent with the local market.

Contributing Financial Support

As in 2005-06, the Alberta government again indicated that it will pay the scheduled apprentice tuition fee increases for the upcoming academic year 2006-07. Tuition fees will remain at the 2004-05 rate of $650 (for eight weeks) or $81.25 per week.

Apprentices who are able to demonstrate financial need have access to financial assistance in the form of a grant to help pay for tuition, books, supplies and living expenses. In 2005-06, 4,104 apprentices received grants.

The board will continue to monitor tuition fees and ensure apprentices and employers are aware of the financial assistance available.

PROMOTING APPRENTICESHIP

As Alberta's thriving economy and the need for skilled and trained tradespeople continues, the board's challenge is to increase participation in the trades. One way to do this is to promote the trades. Over the past year, the board has implemented initiatives within its communication plan – initiatives that are ultimately aimed at helping to increase the number of certified tradespeople. Some of those initiatives include continuing the *Helping High School Students Find Their Place in the Trades* project, supporting a pan-Canadian advertising campaign aimed at changing perceptions of the trades, and tapping into non-traditional sources of workers.

Implementing the Board's Communication Plan

The overall goal of the board's communication plan is to improve perceptions of apprenticeship and careers in the trades in a way that encourages greater participation at all levels of Alberta's apprenticeship and industry training system. The plan defines ways of supporting the promotional work with apprentices and employers of apprenticeship and industry training staff, and the Canadian Apprenticeship Forum and Skills Competences Canada promotion initiative.

In 2005, the board approved a new visual design for use on all publications, displays and hardware promoting Alberta's apprenticeship and industry training system. Several brochures, posters and other promotional materials were refreshed and updated to incorporate the new design.

A priority of the communication plan is to improve the quality and accessibility of information for students and parents. With this in mind, the Tradesecrets website was enhanced and special sections were added entitled, *Getting Started in Apprenticeship, Parents and Educators, Financing your Education* and *Information for Aboriginal People*. In addition, the Aboriginal student and counsellor guides and parent information sheet, *Step into the Trades*, were revised to be more inclusive.

2005 INDUSTRY NETWORK WORKSHOP
Guest Speaker: Janet Brown, Janet Brown Consulting Ltd.

"Today's youth are complex. Different trades will attract different groups. As an employer, you need to ask how an apprenticeship can meet their values and fit into their lives."

Janet Brown, Janet Brown Consulting Ltd.

PROMOTING APPRENTICESHIP

Continuing *Helping High School Students Find Their Place in the Trades* Project

Now in its fifth year, the board-sponsored *Helping High School Students Find Their Place in the Trades* project provides high school staff and parents with information on apprenticeship training, careers in the trades and resources available for advising students.

Information sessions were held in Vermilion, Lethbridge, Slave Lake and Edmonton in 2005-06. To promote the sessions, advertisements were placed in local weekly and daily newspapers, and posters were put up around the communities. Attendance at these sessions continues to increase.

The board provides high school counsellors with the electronic newsletter, *Apprenticeship Update*, an initiative that began in 2003. In 2005, counsellors received a spring and fall issue. Additionally, apprenticeship and industry training staff participated in the Educational Liaison Association of Alberta trade show and Canada Career Week in fall 2005.

Supporting Pan-Canadian Campaign

Alberta continues to participate in a pan-Canadian promotional campaign called *Skilled Trades: A Career You Can Build On* jointly developed by the Canadian Apprenticeship Forum and Skills Competences Canada. The campaign's primary objective is to change the perception of careers in skilled trades among youth, parents and educators. A second and equally important objective of the campaign is to encourage employers to hire and train more apprentices.

The campaign, initiated in 2004, includes television, radio, Internet, movie and magazine advertisements about careers in the trades. Following an initial round of advertising, the *Skilled Trades and Apprenticeship Awareness and Perception Study* was completed comparing awareness and attitudes with respect to the trades prior to and following the advertising. Two key findings emerged from the study:

1. There are still significant stereotypes and barriers to overcome to shift the attitudes and behaviours of youth and their influencers to perceive skilled trades as a first-choice career option.

2. The advertisements have already had a positive impact, despite their recent launch. They have been successful in making viewers more interested in skilled trades and teaching youth something new about skilled trades.

PROMOTING APPRENTICESHIP

The last round of advertising took place in fall 2005, and the next round will begin in May 2006. In between, Alberta took advantage of the opportunity to continue to play the radio advertisements across the province.

As part of the pan-Canadian campaign, the board participated in a regional consultation to identify new ways to promote careers in skilled trades and apprenticeship. Resulting from the consultations which took place Canada-wide, three projects were chosen for further development. A *Guide to Apprenticeship for youth*, an *Educators' Guide*, and a *Regional Champions Program Guide* with ideas for developing a local Speakers' Bureau will be produced and distributed nationally.

Tapping into Non-Traditional Sources of Workers

To ensure the sustainability of the apprenticeship and industry training system, the board is responsive to industry needs for more apprentices and tradespeople. Developing initiatives that tap into non-traditional sources of workers to meet the need for more tradespeople will help Alberta remain competitive in the global environment.

ALBERTA ABORIGINAL APPRENTICESHIP PROJECT

The board continues to support the Alberta Aboriginal Apprenticeship Project (AAAP), a joint venture between industry, Aboriginal representatives, the federal government and the Alberta government. The AAAP is designed to increase participation in, and completion of, Alberta apprenticeship programs by Aboriginal people. It links employers with potential Aboriginal apprentices and provides support to help build successful working and learning relationships.

The project is operational in Calgary, Edmonton, Fort McMurray and Lethbridge and has a satellite office in High Level. Its original goal was to register 180 Aboriginal apprentices by 2006, but with the recent expansion to southern Alberta, the goal was adjusted to 255 apprentices by 2007. Currently, there are over 250 apprentices registered through the AAAP, bringing the total number of Aboriginal registered apprentices in Alberta to more than 1,100. The 250 AAAP apprentices are participating in 24 trades in the five communities, three of them have successfully completed their apprenticeship programs (cook, welder and heavy equipment technician) and have been certified.

Based on an employment support model, the project team refers people from Aboriginal employment and training centres to the project. The team works with employers, introducing them to qualified applicants and encouraging them to welcome Aboriginal apprentices. This approach is key to assisting apprentices in successfully completing their programs.

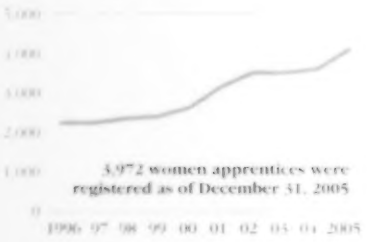
TRADE FACTS

By working with interprovincial organizations such as the Canadian Apprenticeship Forum (CAF), the board contributes to inter-provincial activities that build a larger certified workforce to meet the challenges of today's work environment. The chair of the Alberta Apprenticeship and Industry Training Board is a member of the CAF board. CAF is a not-for-profit organization that promotes and supports the apprenticeship training and education systems in Canada.

TRADE FACTS

The total number of Aboriginal apprentices registered in Alberta – including those who registered through the Alberta Aboriginal Apprenticeship Project – is more than 1,100.

Total Number of Women Apprentices Registered*



Source: *Alberta Advanced Education*

* This graph represents statistics covering calendar years (Jan to Dec).

PROMOTING APPRENTICESHIP

ABORIGINAL COMMUNICATION STRATEGY

Building on the board's support for the AAAP, a communication strategy was developed to increase awareness of careers in the trades among Aboriginal people, youth, parents, educators and employers. The Aboriginal Strategic Communication Plan is now in its fourth year.

In 2004, the focus of the strategy was on developing tools to encourage young children to explore careers in the trades. The *Step into the Trades Colouring and Activity Book* was developed and delivered to almost 220,000 children in Kindergarten to Grade 4. Approximately 6,000 sets of *Step into the Trades Playing Cards* were distributed to Grades 2 – 4, and 140,000 *Step into the Trades – Finding Your Career Path* comic books went to Grades 7 – 9 students.

Based on the positive reception to these materials, the strategy was expanded in 2005 to include The *Step Into the Trades Web Resource* for Grades 5 – 8. Plans are underway to develop a brochure and articles.

Two Aboriginal Youth Ambassadors, one in northern Alberta and one in southern Alberta, give presentations to schools around the province, spreading the word about careers in the trades and the benefits of apprenticeship training.

WOMEN IN THE TRADES

Women currently account for 8.5 per cent of all apprentices registered. As of December 31, 2005, 3,972 women were registered as apprentices. Although the majority continues to enroll in the trades of baker, cook, hairstylist and landscape gardener – where six out of ten women apprentices are registered – the number of women taking up other trades has increased.

The Spring/Summer 2005 issue of the board's newsletter, *Apprenticeship Update*, included a special insert focusing on women in the trades. The insert contained articles about successful women tradespeople, business owners and apprentices, as well as organizations that are helping to encourage women to enter the trades. Encouraging women to pursue a career in the trades is increasingly being seen as a logical way to help alleviate the shortage of skilled workers.

To that end, the board continues to foster relationships with organizations that promote women in the trades. The board is pleased to continue its support of the Construction Owners Association of Alberta's *Opportunities for Women in Construction* initiative. The initiative is designed to promote the construction industry to women as a challenging and rewarding career option. Currently being developed under this initiative is a resource that can be used by women and employers in the workplace.

PROMOTING APPRENTICESHIP

The board also supports ***Women Building Futures***. Women Building Futures (WBF) is a registered charity headquartered in Edmonton that works to help women build better lives and achieve economic prosperity through pre-trades training and mentorship. Its mandate is to:

- attract more women into the construction trades;
- provide training that meets the needs of women and their employers;
- provide mentorship and long-term support for women entering and already in the trades;
- address systemic barriers to the recruitment, training and retention of women entering, and already in the trades; and
- increase the number of tradeswomen instructors and mentors.

To date, 178 women have graduated from WBF. Over the past few years the organization's flagship *journeywoman* Start program has expanded from three to sixteen weeks and the graduates are now, more than ever before, becoming registered as apprentices. There are more than 50 WBF graduates currently registered as apprentices. WBF credits industry with getting onside and excited about this new source of apprenticeship-ready workers. WBF's newly acquired training and student housing facility will allow the organization to increase its graduates even further.

YOUTH APPRENTICESHIP PROJECT

The Youth Apprenticeship Project (YAP) is in its second year of a three-year pilot in three northern Alberta communities: High Prairie, Lac La Biche and Wabasca Desmarais. Five schools with more than 240 Grade 7 students began in the YAP in September 2004. In September 2005, many of these students progressed into Grade 8 YAP classes. One hundred of the students participated in the 2005 Skills Canada Alberta Competition in the YAP Jobsite Safety Competition.

The YAP is designed to assist Grade 7 and 8 students recognize the value of staying in school and earning a high school credential. The project allows them to explore career options through activities such as worksite visits and demonstrations of skills by certified tradespeople. In Grade 9, students may begin apprenticing in the trades or training in agricultural occupations.

An evaluation of the first year found that:

- integrating academic with hands-on opportunities contributed to enhanced attendance and overall achievement by students, and reduced tardiness;
- YAP students, their parents and educators describe learning as more interesting and meaningful for students when related to the world of work;
- students' interest in YAP increased after their success at the YAP Jobsite Safety Competition at the Skills Canada Alberta Competitions in 2005.

"More and more construction owners and employers are recognizing that increasing the number of women in the trades will be an important factor in addressing the demand for skilled tradespeople."

Hugh Lackaberry, Chair, Workforce Development Subcommittee on the initiative *Opportunities for Women in Construction*, Construction Owners Association of Alberta (COAA)
Excerpt from *Apprenticeship Update*, Spring/Summer 2005 Special Edition

TRADE FACTS

Participation in the Youth Apprenticeship Project (YAP) allows students to:

- get a head start and earn credits toward their high school diploma;
- train to work in a locally needed trade or occupation;
- gain hours toward an apprenticeship program;
- earn money while apprenticing; and
- earn safety and other career-related certificates.

TRADE FACTS

Alberta established the Registered Apprenticeship Program (RAP) to help students begin to learn a trade while in high school. As of December 31, 2005:

- More than 1,400 high school students were participating in RAP.
- More than 1,800 apprentices who started RAP in high school are currently continuing in a regular apprenticeship program.
- Over 870 students who were in RAP have gone on to become certified in their trade.

"The [RAP] program gave me a reason to stay focused and complete high school. I was able to leave high school with a diploma and a full year of apprenticeship training hours."

Anita Visscher, RAP Welder Apprentice
Excerpt from *Apprenticeship Update*, Spring/Summer 2005 Special Edition

PROMOTING APPRENTICESHIP

REGISTERED APPRENTICESHIP PROGRAM

Under the Registered Apprenticeship Program (RAP), Alberta high school students begin an apprenticeship while attending high school. Starting in Grade 10, students can earn credit toward both a high school diploma and a trade certificate while earning wages as an apprentice.

Students choose a trade, find an employer, and receive on-the-job training and work experience while they continue to attend high school.

The board and Alberta Advanced Education continue to provide support and funding to CAREERS: The Next Generation to promote and expand RAP. CAREERS: The Next Generation is an industry driven, private/public partnership working to develop the skills of Alberta youth to meet industry's labour needs.

CAREER AND TECHNOLOGY STUDIES

The board continues to participate in the updating of Alberta Education's Career and Technology Studies (CTS) Program. The program is designed for Alberta's secondary school students. It helps junior and senior high school students:

- investigate career options and make effective career choices,
- use technology (tools, processes) effectively and efficiently,
- apply and reinforce learnings developed in other subject areas, and
- prepare for entry into the workplace or further learning.

Articulation agreements have been established between CTS strands and a number of Alberta's designated trades and occupations. Through these agreements, students who complete required CTS courses and successfully challenge appropriate theory and practical examinations may qualify for a portion of the in-school training program for a trade or occupation, and/or on-the-job time credit within the trade or occupation.

SUSTAINING THE SYSTEM

Alberta's well-recognized apprenticeship and industry system – a system made up of over 160 local and provincial apprenticeship and occupational committees involving approximately 750 industry representatives and covering 51 designated trades and six designated occupations – is strong and healthy. Beyond the special initiatives engaged in by the board over the past year, the day-to-day business of the system carries on.

- Industry committees meet and bring to the forefront issues of the day.
- The board continues its efforts to support and enhance the network of industry committees.
- The regulations that govern the designated trades and occupations are regularly reviewed and revised in response to recommendations from industry.
- Technical institutes and colleges deliver the technical training component of apprenticeship programs.
- Staff from Advanced Education provide advice and support to apprentices and employers.

Bringing Industry Network Together Through Workshop

The fourth Industry Network Workshop was held in Edmonton October 23-24, 2005. The province-wide workshop brought together a range of stakeholders in the apprenticeship and industry training system – employers, employees, apprentices, instructors from technical training institutions, Kindergarten to Grade 12 educators, past and present members of the board, and government staff – to share ideas and develop strategies for the future.

The Minister of Advanced Education made the opening address. He commended the industry network for its commitment to the apprenticeship and industry training system. The Minister pointed out that the network has a vital role in ensuring the system meets the needs of employers and apprentices now and in the future. That role will be particularly important as the need for skilled tradespeople grows and more people pursue a career in the trades to fill those jobs in demand. He emphasized that advanced education is vital to the province's current and future economic viability, and that strengthening the apprenticeship and industry training system will ensure that Alberta is able to pursue the opportunities that lie ahead, remain competitive in a global market and sustain prosperity throughout the next century.

The theme of the 2005 workshop was *The Industry Network: It's up to you*. The purpose was to discuss progress made since the workshop in 2003 and to explore new ways to strengthen industry, community and government partnerships. Nearly 300 participants attended. The keynote speaker, Janet Brown of Janet Brown Consulting Ltd., addressed the topic of *Understanding Canadian Youth: Social Values and the Appeal of Apprenticeships*.

2005 Industry Network Workshop

2005 Industry Network Workshop

"[The workshop] was a good way to learn what the committees and subcommittees do, and how information is passed from those committees to the board and to the Minister."

Fred Pearson, Member, Grande Prairie Heavy Equipment Technician Local Apprenticeship Committee
Excerpt from *Apprenticeship Update*, Fall/Winter 2005 Special Edition

"Employers who promote and support apprenticeship are creating our future supply of skilled workers. This is particularly important with today's aging workforce. We need to proactively attract more youth. We sometimes concentrate too much of our attention on investing in the hard machinery assets to increase productivity while forgetting that a skilled workforce is the most important contributor to success."

Jack Strause, President/Owner, Alpine Heating Ltd. (currently employs 22 apprentices in the sheet metal worker trade)
Excerpt from *Apprenticeship Update*, Fall/Winter 2005

TRADE FACTS

The majority of employers who participated in the 2006 employer satisfaction with apprenticeship training survey were either very satisfied or satisfied with the proficiency of certified tradespeople in the following areas:

- hand skills (96%)
- communication with co-workers (94%)
- knowledge of trade theory (93%)
- ability to teach to apprentices (87%)
- supervisory skills (81%)
- ability to use safe practices (96%)

SUSTAINING THE SYSTEM

Providing Support Through Worksite Visits

Advice and support related to on-the-job training is offered to employers through worksite visits and other client contact by Advanced Education staff. In 2005, more than 11,000 shops were visited by staff. Updating shop registrations involves a visit to, or contact with, an employer to update information about the apprentices and journeypeople on staff. In addition to shop registrations, many other worksite visits are conducted throughout the year.

Some of the many important activities that take place during shop registrations and worksite visits include:

- sharing information about relevant apprenticeship and industry training programs and services;
- assisting employers, apprentices and other tradespeople at the job site with any training or certification-related questions;
- consulting employers and employees about existing and future training needs and special requirements; and
- discussing labour market activity to determine the skills and labour supply required to meet industry demand.

Noting Changes to Trades and Occupations

The many local and provincial apprenticeship committees and occupational committees within Alberta's apprenticeship and industry training system meet regularly to discuss issues of their trade or occupation. As a part of those meetings, the course outlines and the training standards, as well as the regulations that govern each designated trade and occupation, are reviewed and updated.

In collaboration with provincial apprenticeship committees (PACs), the board implemented changes to the regulations of a number of trades over the past year. Some changes that warrant special note are described below.

CRANE AND HOISTING EQUIPMENT OPERATOR

Changes The medium and heavy boom truck crafts of the boom truck branch of the trade were consolidated to create a new boom truck craft. Effective July 2005, former medium and heavy boom truck apprentices will be trained and certified in a new, combined boom truck craft. Technical training for this craft began in September 2005.

Impact The change eliminated the overlap in training and practical application between the heavy and medium boom truck crafts. This makes attending technical training easier and reduces expenses for both apprentices and employers. Boom truck apprentices and journeypersons are now be able to operate all sizes and configurations of boom truck equipment under 40 tons (40.8 tonnes), creating greater flexibility for operators.

SUSTAINING THE SYSTEM

ELECTRONIC TECHNICIAN

Changes The designation of the trade has been rescinded effective in 2007 as a result of reduced participation and demand for repairs to electronic equipment.

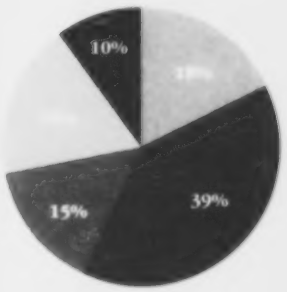
Impact Provisions have been made to ensure that existing apprentices will be able to complete their training program and obtain certification.

RIG TECHNICIAN

Changes At the request of the Canadian Association of Oilwell Drilling Contractors, rig technician was designated as a compulsory certification trade effective June 1, 2005. The *Rig Technician Transition Regulation* sets out a three-year transition period. By May 31, 2008, everyone working in the trade will have to be either a registered apprentice or a certified journeyperson in the trade.

Impact With this designation, approximately 10,000 oil and gas well drillers will see more consistent industry standards, better quality training, and improved workplace safety and productivity. The transition regulation enables experienced workers in the oil and gas sector to obtain their certification through the Qualification Certificate Program.

Share of Total Apprentices Being Trained by Employer Site Size, 2005



- 10 or Less (39%)
- 11-20 (15%)
- 21-50 (18%)
- 51-100 (10%)
- Greater than 100 (18%)

Source: *Alberta Advanced Education, January 2006*

* The size of a employer site is determined by the number of tradespeople employed.

Chairman's Award of Excellence – 2005 Recipients
From left: William Keen; Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board; Marsha Cowley; Jack Strause; Craig Evans

Alberta Apprenticeship and Industry Training Board Awards
Guest Speaker: Bonnie Cardinal, Winner of the 1999 Top Apprentice Award for Crane and Hoisting Equipment Operator – Mobile Crane

CELEBRATING EXCELLENCE

Recognizing Recipients of *Chairman's Award of Excellence*

The Chairman's Award of Excellence is presented every two years to recognize individuals who have demonstrated extraordinary commitment to their trade and to the principles of apprenticeship and industry training through their service in the industry network. During the 2005 Industry Network Workshop, Board Chair, Brian Bickley, presented the prestigious award to four people: Marsha Cowley (hairstylist), Craig Evans (parts technician and warehousing-intermediate), William Keen (automotive service technician) and Jack Strause (sheet metal worker).

Presenting Alberta Apprenticeship and Industry Training Board Awards

The ninth annual Alberta Apprenticeship and Industry Training Board Awards was held in Edmonton, February 17, 2006. The ceremony honours the year's top apprentices, employers and instructors, in recognition of their outstanding achievements and their contributions to making Alberta's apprenticeship and industry training system one of the best in the world.

More than 300 guests attended the celebration, including family, friends and employers of the award recipients. The Minister of Advanced Education presented the awards. Members of the Alberta Apprenticeship and Industry Training Board were there to offer their congratulations, along with presiding officers and members of the industry committee network, representatives of employer and employee associations, and public institutions offering apprenticeship technical training.

CELEBRATING EXCELLENCE

Several awards were presented:

TOP APPRENTICE

The Top Apprentice Award is presented to Alberta apprentices in their final period of apprenticeship in each trade or branch of a trade who have the highest combined mark (institution theory, institution practical, industry theory and industry practical) and a strong recommendation from their employer. Fifty-two individuals received a Top Apprentice Award for the 2005-06 school year[1]. Several also received an additional honour from an employer or employee association.

EMPLOYER AWARD OF EXCELLENCE

The Employer Award of Excellence celebrates the outstanding contributions that employers make to apprentices and to apprenticeship training in Alberta. Employers provide the hands-on experience that is critical to developing the next generation of tradespeople. The award recognizes employers who demonstrate a strong support of apprenticeship training, work to increase the probability of an apprentice's success, and create an environment of excellence. The 2005-06 recipients were:

Northern Alberta: Robertson Plumbing & Gasfitting Ltd. of Fort Saskatchewan

Southern Alberta: Alberta Glass Company Inc. of Calgary

TOP INSTRUCTOR

Two Top Instructor Awards are presented each year, one for the north region and one for the south region of Alberta. Apprentices attending a college or technical institute are eligible to nominate their instructors who provide apprenticeship technical training funded by Alberta Advanced Education. The awards recognize instructors' excellence in teaching, dedication to students and commitment to apprenticeship.

The Top Instructor Awards for 2005-06 went to:

Northern Alberta: Rod Duggan, Automotive Service Technician Instructor
Northern Alberta Institute of Technology

Southern Alberta: Shaun Lovell, Locksmith Instructor
Red Deer College

[1] See Appendix A for list of recipients

Top Apprentice Awards
From left: Dave Hancock, Minister, Alberta Advanced Education; Jacqueline Werenka, Top Apprentice, Welder; Brian Bickley, Chair, Alberta Apprenticeship and Industry Training Board.

TRADE FACTS

To date, more than $1.1 million has been awarded to Alberta apprentices through the Alberta Apprenticeship and Industry Training Family of Scholarships. The scholarships are a joint initiative between industry, the Alberta Apprenticeship and Industry Training Board, and the Alberta government.

CELEBRATING EXCELLENCE

Awarding Apprenticeship and Industry Training Board Family of Scholarships

REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIPS

Registered Apprentice Program (RAP) scholarships are awarded to students on the basis of recommendations by employers, teachers or counsellors as well as comments from the students about their interest in a career in the trades. Recipients are awarded $1,000, with $700 being paid in their first year of technical training and $300 in their second year. The scholarships were created through a partnership between industry, the Alberta Apprenticeship and Industry Training Board, and the Alberta government.

In 2005-06, the number of scholarships available increased from 50 to 500 as one way to encourage students to consider the trades as a career choice. Ceremonies co-hosted by CAREERS: the Next Generation and the Alberta Apprenticeship and Industry Training Board to honour RAP scholarship recipients[1] were held in Calgary and Edmonton in November 2005. The scholarships recognize the accomplishments of RAP apprentices and encourage them to continue their apprenticeship training.

ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIPS

Apprentices may also be eligible for a $1,000 Alberta Apprenticeship and Industry Training Scholarship designed to recognize excellence and to encourage recipients to complete their apprenticeship or occupational training programs. Some of the scholarships have a financial need component. Others are designated for a specific trade or occupation, applicants of Aboriginal descent, or women in non-traditional trades.

These scholarships were made possible through the support of more than 300 organizations, associations, and individuals from industry and the Alberta government. The scholarships are awarded annually[2].

Encouraging Skills Competitions

The board is pleased to continue encouraging the involvement of Alberta apprentices in skills competitions. Students in the competitions compete in practical, Olympic-style challenges that demonstrate their technical and leadership abilities in communications, construction trades, employment, manufacturing, transportation and a variety of services.

The board supports Skills Canada Alberta to showcase the talents of Alberta apprentices in competitions held provincially, nationally and around the world, and to raise the profile of the trades among students, parents and educators. The competitions teach young people leadership, teamwork and problem-solving skills, all of which help to prepare them for the workforce.

CELEBRATING EXCELLENCE

PROVINCIAL SKILLS COMPETITION

Approximately 600 young Albertans demonstrated their talents in competitions ranging from autobody to welding in the 2005 Provincial Skills Competition held in Edmonton June 1–2. The philosophy of these skills competitions is to reward students for excellence, to directly involve industry in evaluating student performance, and to keep training relevant to employers' needs.

CANADIAN SKILLS COMPETITION

The 2005 Canadian Skills Competition was held in Edmonton June 4–5. Registered apprentices from Alberta received a total of 14 medals: five gold, six silver and three bronze.

Hosted annually since 1993, the Canadian Skills Competition is Canada's largest national multi-trade and technology competition for Canadian students and apprentices. It helps raise awareness of the trades and technologies among students, parents and educators. The 2005 event attracted more than 400 secondary and post-secondary students from across Canada.

WORLDSKILLS COMPETITION

The WorldSkills Competition promotes awareness worldwide of the importance of skilled trades to the prosperity of a nation. Held every two years, the competitions draw hundreds of people under 23 years of age from nearly 40 countries to compete in more than 40 trade and technology areas. Registered apprentices from Alberta won three international standards Medallions of Excellence at the 38th WorldSkills Competitions held in Helsinki, Finland, May 26–29, 2005.

WorldSkills Competitions will take place in Japan in 2007. In 2009, Alberta will welcome the world to the 40th WorldSkills Competitions in Calgary. Hosting WorldSkills in Alberta provides an excellent opportunity to increase awareness of careers in trades and technology.

LOOKING FORWARD ...

In the year ahead, Alberta is expected to continue to enjoy prosperous times. Alberta anticipates continued strong economic growth and a tightening labour market. The board will continue to listen to and address the needs of industry. The board will focus on the priorities set in its 2006-09 Business Plan to develop the longer-term growth of Alberta's apprenticeship and industry training system. These priorities include:

- encouraging more employers to hire and train apprentices,
- facilitating access to training and certification,
- continuing to enhance the image of the trades, and
- maintaining standards.

APPENDICES

The appendices that follow contain further information about the board and Alberta's apprenticeship and industry training system.

Alberta Apprenticeship and Industry Training Board Strategic Planning Session
Standing: Jeffrey Norris, Member, Alberta Apprenticeship and Industry Training Board. *Sitting, facing forward:* Ivan Furber, Presiding Officer, Welder Provincial Apprenticeship Committee.

ABOUT THE BOARD

Board Membership

The board consists of:

- a chair
- four members representing employers in designated trades
- four members representing employees in designated trades
- two members representing employers in non-trade occupations
- two members representing employees in non-trade occupations

Standing Committees of the Board

The board has five standing committees through which it works:

LABOUR MARKET ISSUES AND BOARD OPERATIONS COMMITTEE
Monitors labour market activity, identifies industry-related training needs and opportunities, and addresses promotional and operational activities of the board.

INDUSTRY STANDARDS COMMITTEE
Formulates training and certification policy and standards to meet emerging requirements of the apprenticeship and industry training system.

INDUSTRY NETWORK COMMITTEE
Monitors the operations of the industry committee network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational committees.

NOMINATIONS REVIEW COMMITTEE
Reviews applications and provides recommendations to the Minister of Advanced Education regarding the appointment of board members, along with Alberta Advanced Education staff.

AWARDS AND SCHOLARSHIPS COMMITTEE
Selects and recognizes award and scholarship recipients, and promotes value and availability of awards and scholarships.

ABOUT THE SYSTEM

Industry-Driven

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, internationally competitive workforce in more than 50 designated trades and occupations. This workforce supports the economic progress of Alberta and its competitive role in the global market. Industry (employers and employees) establishes training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Alberta government provides the legislative framework and administrative support for the apprenticeship and industry training system.

Industry Committee Network

Alberta's apprenticeship and industry training system relies on a network of industry committees. These include local and provincial apprenticeship committees in the designated trades, occupational committees in the designated occupations, and others. All trade committees are composed of equal numbers of employers and employees. The industry committee network is the foundation of Alberta's apprenticeship and industry training system. The role of the industry committees includes:

- recommending to the board the standards for the skills and competencies required for certification;
- establishing technical training course outlines;
- monitoring changes and identifying the need for improvements in training;
- recognizing related training and certification; and
- making recommendations to the board about the designation or redesignation of trades and occupations.

In addition to sitting on committees, individual employers support the apprenticeship and industry training system by employing and training apprentices, providing them with an opportunity to develop their skills on the job. They also support the system by contributing equipment and other resources for technical training.

Alberta Apprenticeship and Industry Training Board

The Alberta Apprenticeship and Industry Training Board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board also makes recommendations to the Minister of Advanced Education about the needs of Alberta's labour market for skilled and trained workers, and the designation of trades and occupations.

ABOUT THE SYSTEM

Alberta Government

Alberta Advanced Education works with industry, employer and employee organizations and technical training providers to:

- facilitate the development and maintenance of industry training and certification standards;
- provide registration and counselling services to apprentices and employers;
- coordinate technical training in collaboration with training providers; and
- certify apprentices and others who meet industry standards.

Technical Institutes and Colleges

The technical institutes and colleges are key participants in Alberta's apprenticeship and industry training system. They work with the board, industry committees and Alberta Advanced Education to enhance access and responsiveness to industry needs through the delivery of the technical training component of apprenticeship programs. They develop lesson plans from the course outlines established by industry and provide technical training to apprentices.

Combined Efforts

Through the combined efforts of industry, government and the training providers, Alberta's apprenticeship and industry training system is able to respond to the labour market and contribute to developing a highly skilled workforce that is competitive nationally and internationally. This collaboration helps to ensure that the apprenticeship and industry training system is timely, up to date and responsive to the needs of industry and the economy.

BOARD MEMBER PROFILES

BOARD CHAIR

BRIAN BICKLEY

Brian Bickley has served as chair of the board since January 2004. He holds certificates in electronics, industrial instrumentation, watch making and adult continuing education. He has over 40 years experience in industry and is currently employed by Syncrude Canada Ltd. as Industrial Relations Manager.

During his time with Syncrude, Brian has been Instrument Supervisor, Shutdown Manager and Maintenance Manager. Before joining Syncrude, he worked with the Steel Company of Canada and Texaco Canada Ltd. Brian previously served as a member on the Alberta Apprenticeship and Industry Training Board from September 1995 to November 2001.

CURRENT BOARD MEMBERS

Representing employers in designated trades

MICHAEL ATKIN

Michael Atkin has served as a member of the board since February 2005. He is a recent graduate of the National Automotive Dealers Academy (2004). Michael began his career in 1967 with the start up of the Anglo Canadian Racing Company, a company dealing in racing cars and parts. The company evolved, and he is now Dealer Principal of Anglo Canadian Motors in Edmonton representing Jaguar and Volvo.

Michael is a strong supporter of the apprenticeship and industry training system, employing more than 50 parts and service apprentices since 1990. Anglo Canadian Motors, under Michael's leadership, is the recipient of several President's Challenge Awards and numerous other customer satisfaction awards.

Michael has held positions with the Motor Dealers' Association and the Edmonton Motor Dealers' Association. He has also been involved with the Elves Special Needs Society, Elves Housing Society, Goodwill Society and various other organizations devoted to severely disabled children and young adults.

DON BUNCH

Don Bunch has served as a member of the board since January 2004. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the welder trade. He obtained his apprenticeship training with Wel-Can Welding Ltd. in Red Deer. In 1981, he formed Bunch Welding Limited and has been owner and president of the company for more than 25 years, regularly employing more than 300 certified tradespeople and apprentices.

Don participated in Alberta apprenticeship committees, both local and provincial, and served as presiding officer of the welder trade. He was also an active member of the Apprenticeship Scholarship Fundraising Committee, and is very active in high school career days and information sessions.

BOARD MEMBER PROFILES

CURRENT BOARD MEMBERS

Representing employers in designated trades

JIM HILL

Jim Hill has served as a member of the board since January 2002. He holds trade certificates in the sheet metal worker and roofer trades, and a Bachelor of Education degree from the University of Alberta. He is president of the Charlton & Hill Group – an organization he has been employed with in various capacities for over 35 years. The company provides roofing; metal fabrication; welding; and heating, ventilation and air-conditioning services in the Lethbridge area.

Jim is past president of the Alberta Roofing Contractors Association. He has been involved in provincial and local apprenticeship committees for the sheet metal worker trade. He is an active supporter of Lethbridge Community College and the University of Lethbridge, and is a member of the Lethbridge Rotary Club.

RAYMOND E. MASSEY

Ray Massey has served as a member of the board since January 2002. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the painter and decorator trade. He obtained his painting experience with Taylor Decorating and the Calgary Housing Authority. In 1978, he formed Ray-Nor Painting & Decorating Ltd. He has been president of the company for 27 years, regularly employing between 20 and 30 certified painters and apprentices.

Ray participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years. He has also participated in industry training workshops and labour studies since 1990. Ray was instrumental in the start up of the Alberta Painting Contractor's Association, serving as treasurer for two years and chair of the apprenticeship committee for several years. He was recently elected to serve a fourth term as president of the Alberta Painters and Decorators Association.

Ray has been a volunteer with minor hockey for eight years and continues to participate in other community activities.

BOARD MEMBER PROFILES

CURRENT BOARD MEMBERS

Representing employees in designated trades

JOHN G. BOND

John Bond has served as a member of the board since January 2004. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the cook trade. He has also obtained the designate of Certified Chef de Cuisine (C.C.C.), through a program of the Canadian Culinary Federation. John has worked in the cook trade for more than 30 years. He is currently the chef at King's University College in Edmonton, working for the Compass Group Company, Chartwell Division.

John is currently the western Vice President for the Canadian Culinary Federation, Chair of the Board of the Canadian Culinary Federation - Edmonton Branch, and Treasurer for the Alberta Culinary Arts Foundation.

SILVANA POPLAWSKI

Silvana Poplawski has served as a member of the board since February 2005. She holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the hairstylist trade.

Silvana has been working in the hairstylist trade for 20 years, and is currently employed with Bell Avanti Hair in Edmonton. Before becoming a board member, Silvana was active in apprenticeship and industry training for 16 years. She was a member on both the local and provincial apprenticeship committees for the hairstylist trade and the presiding officer for the provincial apprenticeship committee. Silvana was a trade examiner and was involved in development of the provincial course outline and the National Occupational Analysis for the hairstylist trade.

BOARD MEMBER PROFILES

CURRENT BOARD MEMBERS

Representing employees in designated trades

ROD D. MOORE

Rod Moore has served as a member of the board since January 2002. He holds a trade certificate in the power systems electrician trade and the Alberta Achievement in Business Competencies (Blue Seal) certificate. He has completed a certificate in the Management Essentials Program "Mini MBA" through the University of Alberta, as well as several other management and supervisory certificate programs. Rod has also completed numerous courses in his field and has over 30 years experience in the electrical industry. He is employed as the Director of EPCOR Transportation Services.

JEFFREY J. NORRIS

Jeffrey Norris has served as a member of the board since January 2004. He holds trade certificates with an Interprovincial Standards (Red Seal) endorsement in the welder and ironworker trades. He has been involved with the provincial apprenticeship committee for the ironworker trade and is an active supporter of apprenticeship and industry training initiatives.

Jeffrey has been a member of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Local Union 720 for more than 19 years working as a welder, ironworker and supervisor on construction and maintenance projects in the commercial and industrial sectors in Alberta. He is currently employed as the coordinator training instructor for the Alberta Ironworkers Apprenticeship and Training Plan.

BOARD MEMBER PROFILES

CURRENT BOARD MEMBERS

Representing employers in non-trades occupations

LES LAROCQUE

Les LaRocque has served as a member of the board since January 2002. He holds a diploma in mechanical engineering technology. He has 27 years experience in the mechanical contracting business as an estimator and project manager and is President of Botting & Associates Alberta Ltd., a mechanical contracting firm in Calgary.

Les is currently a director at-large on the board of the Canadian Construction Association and Chair of its Human Resources Committee. Les is a past Chair of the Merit Contractors Association of Alberta and a past President of the American Society of Heating, Refrigerating and Air Conditioning Engineers – Southern Alberta Chapter.

HAL WILLIAMS

Hal Williams has served as a member of the board since January 2003. He holds a bachelor of science degree in mechanical engineering from the University of Alberta and is a registered professional engineer in Alberta.

Hal is currently the General Manager – Projects with Jacobs Catalytic Ltd., one of the largest industrial engineering, maintenance and construction contractors in Canada. Prior to joining Jacobs Catalytic in 2006, Hal spent four years with Lockerbie and Hole Inc. and 21 years with Kellogg Brown and Root.

Hal has been involved with many industrial and community organizations. He is past Chair of the Fabricators Council of the Tube and Pipe Association, current Chair of the Operating Committee for the Woodcycle Facilities, and Vice President of the Millwoods Cultural Recreational Facilities Association.

BOARD MEMBER PROFILES

CURRENT BOARD MEMBERS

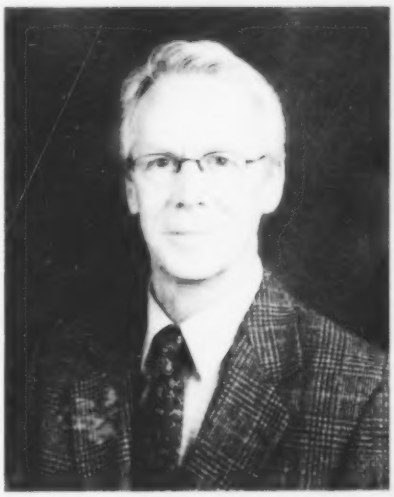
Representing employees in non-trades occupations

GERALD CLARK

Gerald Clark has served as a member of the board since February 2005. He holds a trade certificate with an Interprovincial Standards (Red Seal) endorsement in the electrician trade. Employed by Clark Builders, Gerald has worked in the electrical construction sector throughout western and northern Canada, Russia and China for 15 years. He has been Manager of Human Resources for Clark Builders' field staff for seven years.

Gerald has also been a certified Construction Safety Officer with the Alberta Construction Safety Association, and employed as a Safety Manager with Clark Builders prior to his current position.

RAY JEFFERY



Ray Jeffery has served as a member of the board since February 2005. He holds trade certificates in the heavy equipment technician, automotive service technician and parts technician trades. He is employed at Finning (Canada) where he currently has responsibility for learning and development.

Ray has served as presiding officer and member of both the provincial apprenticeship and local apprenticeship committees, and has been active for the last 30 years on various related industry and institute committees.

In 2001, Ray was awarded the Chairman's Award of Excellence by the Alberta Apprenticeship and Industry Training Board in recognition of his outstanding commitment to his trades and to the principles of apprenticeship through many years of service in the industry network.

COMMONLY USED TERMS

Achievement in Business Competencies (Blue Seal) Program
A program established to encourage and recognize the study of business by persons certified in a designated trade or designated occupation.

Alberta Apprenticeship and Industry Training Board (the board)
Oversees the Alberta apprenticeship and industry training system. Together with industry, the board sets Alberta's training and certification standards. The board is comprised of a chair and an equal number of employers and employees who work together on behalf of the designated trades and occupations. Members of the board are appointed by the Lieutenant Governor in Council.

Apprentice
A person who is participating in an apprenticeship program under a contract of apprenticeship that is registered with Advanced Education.

Apprenticeship Update
A newsletter which is a primary vehicle for the Alberta Apprenticeship and Industry Training Board to provide information about Alberta's apprenticeship and industry training system and to inform employers, tradespeople, apprentices and trainees of changes in their trade or occupation. The newsletter is published two or three times a year with a circulation of more than 80,000. It is also available online at **www.tradesecrets.gov.ab.ca**

Block Release
The traditional method of delivering technical training to apprentices in Alberta. Training has fixed start and completion dates, the instructor is expected to teach a set curriculum to the apprenticeship class over a fixed time period, and apprentices leave work and go to school for a block of time.

On-site Delivery
An innovative form of mobile delivery in which apprentices attend technical training in a classroom located in a work camp for a number of days per 10 day work rotation.

Certified Tradesperson/Certified Journeyperson
An individual who holds a trade certificate in a designated trade. Becoming a certified tradesperson can be achieved by successfully completing an apprenticeship program or by meeting industry standards through demonstrated work experience in a trade and successfully completing required examinations.

Competency Based Apprenticeship Training (CBAT)
An approach to the technical training of apprentices that allows each individual to progress through technical training at a rate determined by his/her own capabilities. Apprentices are able to exit technical training when they have completed the requirements.

COMMONLY USED TERMS

Designated Occupation
An occupation designated under the *Apprenticeship and Industry Training Act* by the Minister of Advanced Education on the recommendation of industry and the Alberta Apprenticeship and Industry Training Board. Designated occupations have clearly identified competencies. When an individual has achieved the occupation's identified competencies, the Minister grants an Occupational Certificate. Participation in a designated occupation is voluntary and a certificate is not required by law for an individual to work in the occupation. There are six designated occupations in Alberta.

Designated Trade
An occupation designated under the *Apprenticeship and Industry Training Act* by the Lieutenant Governor in Council on the recommendation of industry, the Alberta Apprenticeship and Industry Training Board, and the Minister of Advanced Education. The legislation provides for apprenticeship programs and certification of tradespeople as evidence that their qualifications meet the industry-established standards for the trade. There are 51 designated trades in Alberta.

Distance Delivery
Means apprentices can complete the theory portion of the program in their home location using telecommunication technology and schedule their lab activities at a training provider's location at a time that fits their personal schedules.

Equivalency Document
A document that verifies a person has credentials that are recognized as equivalent to an Alberta trade or occupational certificate. An equivalency document may be granted to a person who holds a credential and whose skills and knowledge have been assessed as equivalent to Alberta standards.

Individual Learning Modules (ILMs)
ILMs are self-contained learning materials specifically written for selected apprenticeship programs. Each module covers approximately four to eight hours of instruction and addresses one learning outcome in an apprenticeship technical training course outline.

Industry
Industry means both employers and employees.

Interprovincial Standards (Red Seal) Program
A program that provides greater mobility for skilled workers to move from one part of Canada to another. It encourages the standardization of provincial/territorial training and certification programs. In the 47 Red Seal trades, certified tradespeople and completing apprentices may write an industry-developed interprovincial exam and, if successful, receive a Red Seal endorsement.

COMMONLY USED TERMS

Journeyman Certificate
A trade certificate granted to apprentices who successfully complete an Alberta apprenticeship program.

Local Apprenticeship Committee (LAC)
LACs are part of the "grassroots" of the apprenticeship and industry training system. They stay in touch with their trade in the local community, providing local information to their trade's provincial apprenticeship committee (PAC). The board appoints LACs for a particular trade. Each committee consists of a minimum of five people: a presiding officer, two members representing the interests of employers and two members representing the interest of employees.

Mobile Delivery
Means apprentices can attend technical training delivered by a post-secondary training provider in the employers' and apprentices' communities.

Occupational Certificate
A certificate granted to individuals who demonstrate they have achieved the specified competencies of a designated occupation.

Occupational Committee
Occupational committees make recommendations to the board on any matter concerning training and certification in their occupation. The board establishes or recognizes an occupational committee for each designated occupation. It normally consists of a presiding officer and an equal number of members representing the interests of employers and employees.

Prior Learning Assessment (PLA)
A process used to identify the learning an individual has acquired through life, work experiences and technical training. The individual's learning is assessed to determine where the learning matches the outcomes of apprenticeship or occupational training. Based upon the results of the PLA, appropriate credit is given.

Provincial Apprenticeship Committee (PAC)
PACs are the link between the LACs of their trade and the board. They are responsible for recommending training and certification requirements, and standards for their trade to the board. The board appoints a PAC for each trade. It consists of a minimum of nine people, a presiding officer, four members representing the interests of employers and four members representing the interest of employees.

COMMONLY USED TERMS

Qualification Certificate
A certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta.

Registered Apprenticeship Program (RAP)
Permits a high school student to become an apprentice while attending school, earning credit toward both a high school diploma credential and an apprenticeship program at the same time.

Record Book
The official record of an apprentice's progress. It is used to record and monitor on-the-job training. It also provides a list of the tasks, activities and functions reflecting the scope of the trade to assist employers and apprentices in developing work-place training plans.

SuperNet Delivery
A form of distance delivery in which apprentices connect with instructors from their home location by a video-conferencing link.

Technical Training
The formal instructional component of an apprenticeship program, delivered by various training providers throughout Alberta.

Trade Certificate
Trade certificates include Journeyman Certificates and Qualification Certificates in designated trades, and certificates that have been recognized as equivalent to a trade certificate.

Trainee
A trainee is a person participating in a training program approved or recognized by the board in a designated occupation.

Weekly Apprenticeship Training System (WATS)
Means apprentices can continue to work while attending technical training that is provided in short segments over an extended period of time (generally one day per week).

STATISTICAL PROFILES

Note:

As of 2001, the statistical tables and charts were changed to reflect the actual number of ***people*** involved in the Alberta apprenticeship and industry training system. In previous years, the data reflected the number of registrations, graduations and certificates issued rather than the number of apprentices registered and the number of certified individuals. The distinction is important. The first reflects the paper processed in a given period of time and the other reflects the number of people involved.

In the past, these numbers differed minimally. With the creation of various branches of individual trades, and with the availability of multiple certifications within one trade, these numbers are increasingly divergent.

Please note that in 2003 the technical training information was also changed to reflect the ***school year***. Prior to 2003, technical training attendance was provided based on the calendar year for consistency with other ***calendar year*** data (e.g. registrations). The switch to school year data provides a more accurate reading of the technical training data.

As a result of these changes, the data provided in the tables and charts that follow will not correspond to the data provided in Alberta Apprenticeship and Industry Training Annual Reports prior to 2001.

TABLE OF CONTENTS

Alberta Apprenticeship and Provincial Labour Force Statistics, 2000 - 2005 (Table 1) 49

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2000 - 2005 (Table 2) 50

Total and New Apprentices Registered by Branch, 2005 (Table 3) 52

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2000 - 2005 (Table 4) 53

Total Number of Apprentices Registered by Year, 1985 - 2005 (Chart 1) 55

Age of Alberta Apprentices on Date of Registration in First Trade, 2005 (Chart 2) 56

Total Number of Individuals Certified, 2005 (Table 5) 57

Total Number of Completed Apprentices, Trainees Certified, and Individuals Issued Qualification Certificates, 2000 - 2005 (Table 6) 59

Technical Training Attendance by Institution and School Year, 2000-01 – 2005-06 (Table 7) 61

Total Number of Apprentices by Trade and Period (or Year) of Training, 2005 (Table 8) 62

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2005 (Table 9) 64

Industry Committee Meetings by Trade/Occupation, 2005 (Table 10) 65

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2005 (Table 11) 67

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 - 2005 (Chart 4) 69

Number of Apprentices Registered – Total, Apprentices and Women – 2005 (Table 12) 70

TABLE 1

Alberta Apprenticeship and Provincial Labour Force Statistics, 2000 - 2005

	2000	2001	2002	2003	2004	2005	2000-2005 Change
Total Apprentices Registered (all trades)	32,536	38,089	40,501	39,294	40,485	46,472	42.8%
New Apprentices Registered (all trades)	11,312	15,994	13,038	11,758	12,746	17,896	58.2%
Labour Force (thousands)	1,666.8	1,710.4	1,764.2	1,808.8	1,842.40	1,857.50	11.4%
Employed (thousands)	1,584.0	1,630.9	1,670.8	1,716.7	1,757.50	1,784.40	12.7%
Unemployed (thousands)	82.9	79.4	93.4	92.2	85.0	73.1	-11.8%
Unemployment Rate (%)	5.0%	4.6%	5.3%	5.1%	4.6%	3.9%	-22.0%

Source: *Alberta Advanced Education and Alberta Human Resources and Employment*

Total Apprentices Registered: Total number registered as of December 31, 2005. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.

New Apprentices Registered: All apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeships in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within a specific year are counted only once. The number does not include re-instated apprentices (unless re-instated in the same year).

Notes: Labour Force Survey estimates from 1976 forward have been adjusted to reflect 2001 Census population counts.
In early 2006, Statistics Canada made revisions to the labour force statistics for the following reasons:

- improved population benchmarks
- changed the definition of the public and private sectors
- updated the geographic coding of several some small Census Agglomerations (CA) from 1996 urban centre boundaries to 2001 CA boundaries.

TABLE 2

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2000 - 2005*

TRADE	2000	2001	2002	2003	2004	2005	2000-05 Average	2000-05 % Change
Agricultural Equipment Technician	89	87	91	113	154	167	117	88%
Appliance Service Technician	72	74	71	92	84	79	79	10%
Auto Body Technician	499	567	612	630	680	691	615	39%
Automotive Service Technician	2,278	2,392	2,639	2,761	2,929	3,003	2,670	32%
Baker	223	204	192	183	195	217	202	-3%
Boilermaker	126	180	185	201	189	197	180	56%
Bricklayer	139	152	173	179	212	222	180	60%
Cabinetmaker	435	452	449	405	399	429	428	-1%
Carpenter	2,447	2,720	2,898	2,877	3,091	3,432	2,911	40%
Communication Technician	301	423	380	284	257	273	320	9%
Concrete Finisher	59	74	61	52	86	93	71	58%
Cook	932	1,028	1,032	1,059	990	999	1,007	7%
Crane and Hoisting Equipment Operator	819	1,215	1,330	1,408	1,679	2,089	1,410	155%
Electrical Motor Systems Technician	40	51	56	52	56	40	51	0%
Electrician	5,000	5,947	6,617	6,491	6,422	7,295	6,296	46%
Electronic Technician	53	58	48	53	26	12	38	-77%
Elevator Constructor	121	127	114	86	88	90	104	-26%
Floorcovering Installer	51	53	49	50	55	70	52	37%
Gasfitter	165	166	176	216	278	302	222	83%
Glazier	125	136	159	156	156	166	150	33%
Hairstylist	1,491	1,776	1,902	1,883	1,984	2,082	1,853	40%
Heavy Equipment Technician	2,412	2,597	2,633	2,571	2,833	3,193	2,702	32%
Instrument Technician	1,049	1,101	1,550	1,346	1,289	1,114	1,347	38%
Insulator	426	531	693	558	461	521	532	22%
Ironworker	246	373	373	341	293	184	350	105%
Ironworker - Metal Building Systems Erector	70	89	85	60	74	90	78	29%
Landscape Gardener	202	198	183	185	182	200	192	-1%
Lather-Interior Systems Mechanic	66	106	92	87	91	91	89	38%
Locksmith	58	61	63	58	60	62	60	7%
Machinist	765	896	892	867	886	935	874	22%
Millwright	1,203	1,365	1,405	1,321	1,357	1,541	1,365	28%

(continued)

TABLE 2

Total Number of Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2000 - 2005*

TRADE	2000	2001	2002	2003	2004	2005	2000-05 Average	2000-05 % Change
Motorcycle Mechanic	111	125	134	138	174	214	150	88%
Outdoor Power Equipment Technician *(Note 1)*	N/A	22	52	64	84	81	N/A	N/A
Painter and Decorator	140	155	170	150	154	150	153	7%
Parts Technician	622	662	641	613	651	697	648	12%
Plumber	1,893	2,168	2,465	2,606	2,722	3,040	2,482	61%
Power Lineman	156	199	254	278	289	343	254	120%
Power System Electrician	65	78	86	107	119	140	99	115%
Recreation Vehicle Service Technician	105	94	101	111	127	139	113	32%
Refrigeration and Air Conditioning Mechanic	406	436	470	495	533	547	482	35%
Rig Technician *(Note 2)*	N/A	N/A	N/A	N/A	N/A	146	N/A	N/A
Roofer	113	118	129	152	160	166	140	47%
Sawfiler	28	23	20	20	16	15	20	-46%
Sheet Metal Worker	730	829	887	971	944	1,026	898	41%
Sprinkler Systems Installer	195	233	247	241	259	238	233	22%
Steamfitter-Pipefitter	1,459	1,711	1,863	1,801	1,746	2,127	1,818	70%
Structural Steel and Plate Fitter	130	172	152	137	131	146	145	12%
Tilesetter	62	62	51	49	57	45	53	-11%
Tool and Die Maker *(Note 3)*	N/A	N/A	N/A	10	10	7	N/A	N/A
Transport Refrigeration Technician	41	47	49	48	48	46	47	12%
Water Well Driller	30	33	37	34	32	37	34	23%
Welder	4,459	5,421	5,461	5,041	4,700	5,798	5,063	33%
TOTAL	**32,536**	**38,089**	**40,501**	**39,294**	**40,483**	**46,472**	**39,563**	**43%**

Source: *Alberta Advanced Education*

* Total number of apprentices registered as of December 31 each year. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.

N/A = Not Applicable. Data does not exist in one or many of the specified years.
Note 1: Outdoor power equipment technician became a designated trade in 2001.
Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.
Note 3: Apprenticeship programs became available for the tool and die maker trade in 2003.

TABLE 3

Total and New Apprentices Registered by Branch, 2005

AUTO BODY TECHNICIAN	Total Registered Apprentices	New Apprentices Registered
Prepper	22	7
Refinisher	93	24
Repairer	108	32
Technician *(Note 1)*	468	163
Total	**691**	**226**

CRANE AND HOISTING EQUIPMENT OPERATOR	Total Registered Apprentices	New Apprentices Registered
Boom Truck		
Boom Truck *(Note 2)*	789	304
Wellhead Boom Truck	761	483
Mobile Crane	463	280
Tower Crane	47	25
Total	**2,009**	**1,146**

HEAVY EQUIPMENT TECHNICIAN	Total Registered Apprentices	New Apprentices Registered
Heavy Equipment Technician	2,800	1,027
Heavy Duty Equipment Mechanic (Off Road)	141	64
Transport Trailer Mechanic	135	63
Truck and Transport Mechanic	418	163
Total	**3,494**	**1,317**

OUTDOOR POWER EQUIPMENT TECHNICIAN	Total Registered Apprentices	New Apprentices Registered
Power	25	7
Turf	4	2
Marine	23	8
Recreational	30	11
Total	**81**	**28**

Source: *Alberta Advanced Education*

Note 1: Apprentices registered in a ***single*** branch of the auto body technician trade are counted under the branch in which they are registered. Apprentices registered in ***two*** or ***three*** branches of the trade are counted under the "Technician" heading.

Note 2: As of July 15, 2005, the Heavy Boom truck craft and medium boom truck craft were combined into one craft of the heavy truck branch of the crane and hoisting equipment operator trade called "boom truck."

TABLE 4

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2000 - 2005*

TRADE	2000	2001	2002	2003	2004	2005	2000-05 Average	2000-05 % Change
Agricultural Equipment Technician	54	53	57	45	62	67	53	97%
Appliance Service Technician	25	29	26	37	18	21	26	-16%
Auto Body Technician	168	205	197	215	221	226	205	35%
Automotive Service Technician	614	766	846	758	795	799	763	30%
Baker	88	57	54	72	81	83	73	-6%
Boilermaker	39	81	40	46	41	61	51	56%
Bricklayer	53	41	67	49	69	83	60	57%
Cabinetmaker	115	129	119	114	115	138	122	20%
Carpenter	827	916	1,009	1,099	1,093	1,243	1,031	50%
Communication Technician	167	183	66	30	57	105	101	-37%
Concrete Finisher	17	38	23	19	46	37	30	118%
Cook	349	401	381	391	355	417	383	20%
Crane and Hoisting Equipment Operator	451	705	641	686	885	1,146	752	154%
Electrical Motor Systems Technician	13	18	16	15	17	14	16	8%
Electrician	1,560	1,899	1,807	1,480	1,442	2,277	1,744	46%
Electronic Technician	17	19	8	8	3	1	9	-94%
Elevator Constructor	44	13	11	11	25	30	22	-32%
Floorcovering Installer	21	21	16	7	32	33	22	57%
Gasfitter	71	58	77	121	86	112	88	58%
Glazier	50	45	62	45	45	64	52	28%
Hairstylist	739	806	847	893	921	958	861	30%
Heavy Equipment Technician	703	851	891	776	963	1,317	917	87%
Instrument Technician	396	559	580	302	341	530	451	34%
Insulator	248	161	316	110	96	209	190	-16%
Ironworker	109	171	103	78	100	286	141	162%
Ironworker - Metal Building Systems Erector	29	40	38	22	46	48	37	66%
Landscape Gardener	68	61	55	58	58	65	61	-4%
Lather Interior Systems Mechanic	23	60	25	39	53	41	37	78%
Locksmith	14	16	18	13	14	15	15	7%
Machinist	198	334	224	210	243	307	253	55%
Millwright	335	484	408	319	366	553	411	65%

(continued)

TABLE 4

New Apprentices Registered (Totals, Averages and Percentage Changes) by Trade, 2000 - 2005*

TRADE	2000	2001	2002	2003	2004	2005	2000-05 Average	2000-05 % Change
Motorcycle Mechanic	68	80	69	52	[illegible]	82	58	[illegible]
Outdoor Power Equipment Technician (Note 1)	N/A	24	38	31	35	28	N/A	N/A
Painter and Decorator	50	58	66	56	63	56	60	-5%
Parts Technician	190	229	204	216	236	265	225	40%
Plumber	584	686	810	707	720	964	762	65%
Power Lineman	68	87	96	75	97	137	93	102%
Power System Electrician	23	36	33	41	52	59	40	157%
Recreational Vehicle Service Technician	26	52	44	46	46	45	46	73%
Refrigeration and Air Conditioning Mechanic	109	122	146	162	150	164	142	51%
Rig Technician (Note 2)	N/A	N/A	N/A	N/A	N/A	149	N/A	N/A
Roofer	35	41	39	59	63	53	48	51%
Sawfiler	11	8	5	[illegible]	8	8	8	[illegible]
Sheet Metal Worker	248	300	284	299	242	324	276	31%
Sprinkler Systems Installer	82	70	60	61	62	[illegible]	70	6%
Steamfitter-Pipefitter	501	662	528	501	529	1,241	660	148%
Structural Steel and Plate Fitter	80	99	71	80	90	160	97	90%
Tilesetter	22	22	18	18	22	5	18	[illegible]
Tool and Die Maker (Note 3)	N/A	N/A	N/A	15	9	1	N/A	N/A
Transport Refrigeration Technician	20	18	9	9	13	22	15	10%
Water Well Driller	16	19	15	10	17	10	15	-44%
Welder	1,637	2,203	1,497	1,197	1,632	2,565	1,801	57%
TOTAL	**11,312**	**13,994**	**13,038**	**11,758**	**12,747**	**17,896**	**13,458**	**58%**

Source: *Alberta Advanced Education*

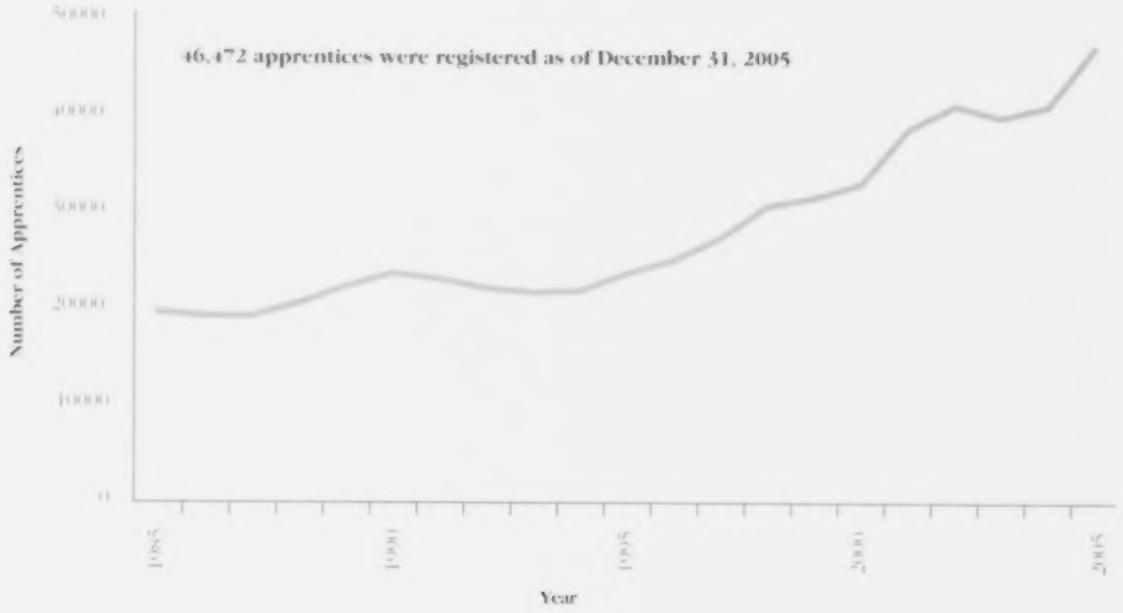
N/A = Not Applicable. Data does not exist in one or more of the specified years.

* New apprentices include all apprentices registering during a single calendar year. The number includes those who are returning to do an additional apprenticeship after completing one or more apprenticeship programs in previous years, or continuing an apprenticeship in another trade for which they registered in a previous year. Apprentices who registered in more than one trade or branch of a trade within 2005 are counted here only once. The number does not include re-instated apprentices (unless re-instated in the same year).

Note 1: Outdoor power equipment technician became a designated trade in 2001.
Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.
Note 3: Apprenticeship programs became available for the tool and die maker trade in 2003.

CHART 1

Total Number of Apprentices Registered by Year, 1985 - 2005*

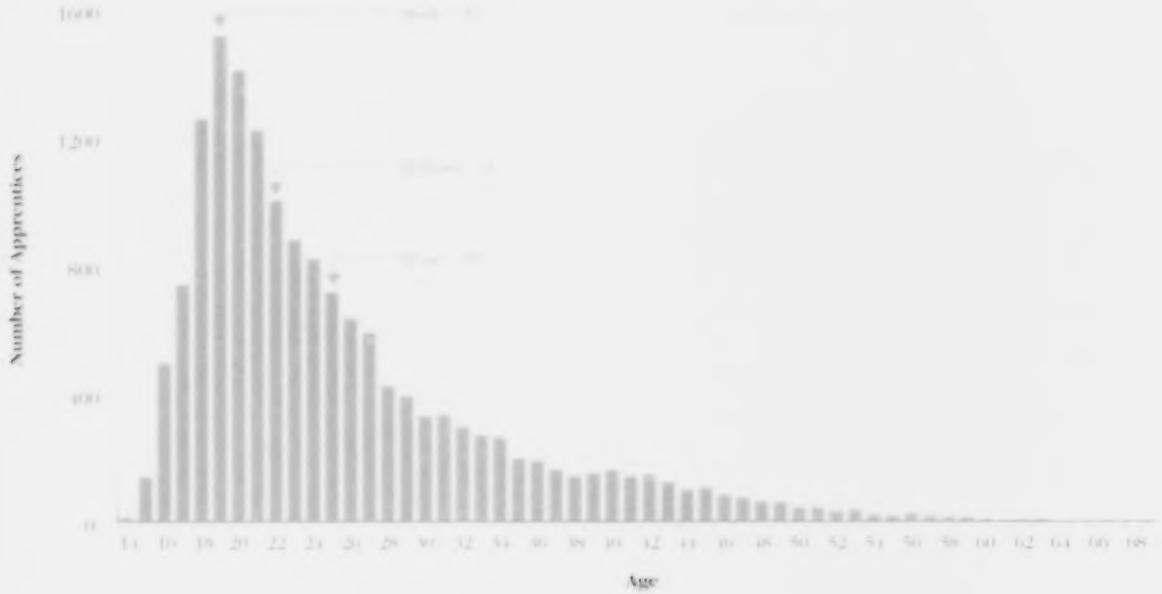


Source: *Alberta Advanced Education*

* This graph represents statistics covering a series of calendar years (January to December)

CHART 2

Age of Alberta Apprentices on Date of Registration in First Trade, 2005*



Source: *Alberta Advanced Education*

* Age at date of registration.

** The 15,761 total in the chart above includes only individuals registering in their first trade in Alberta in 2005. This number differs from the total number of new apprentices registered (17,806) as presented in Table 3. The number of new apprentices registered includes those who are returning to obtain additional apprenticeship after completing one or more apprenticeship programs in previous years.

Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved, i.e. ***average age***
Median - defined as the ***middle age*** category with an equal number of apprentices younger and older than this group.
Mode - defined as the largest age category or ***most frequent age*** of apprentices.

TABLE 5

Total Number of Individuals Certified, 2005*

TRADE/OCCUPATION	Journeyman/ Occupational Certificates Issued to Completed Apprentices and Trainees	Interprovincial Red Seals Issued to Completed Apprentices	Qualification Certificates (Note 1)	Equivalency Documents (Note 2)	Other Red Seals Issued (Note 3)
Agricultural Equipment Technician	16	15	3	0	3
Appliance Service Technician	8	4	3	0	3
Auto Body Technician**	105	56	25	5	24
Automotive Service Technician	298	267	29	17	31
Baker	20	10	0	0	0
Boilermaker	20	17	4	3	4
Bricklayer	35	32	0	0	0
Cabinetmaker	33	19	0	0	0
Carpenter	245	174	7	4	9
Communication Technician	58	N/A	2	0	N/A
Concrete Finisher	16	10	0	0	0
Cook	174	152	19	1	19
Crane and Hoisting Equipment Operator**	570	66	89	43	2
Electrical Motor Systems Technician	10	8	0	0	0
Electrician	923	755	84	18	96
Electronic Technician	7	2	0	0	0
Elevator Constructor	15	N/A	1	0	N/A
Floorcovering Installer	4	3	0	0	0
Gasfitter	54	N/A	16	15	N/A
Glazier	23	18	0	0	0
Hairstylist	557	343	54	42	93
Heavy Equipment Technician**	366	303	51	22	52
Instrument Technician	189	151	5	3	5
Insulator	59	43	0	0	0
Ironworker	53	32	23	33	26
Ironworker – Metal Building Systems Erector	1	N/A	1	0	N/A
Landscape Gardener	20	N/A	0	0	N/A
Lather-Interior Systems Mechanic	12	7	5	2	7
Locksmith	5	N/A	0	0	N/A
Machinist	141	122	1	0	1
Millwright	211	182	24	3	26
Motorcycle Mechanic	26	26	10	0	10
Outdoor Power Equipment Technician	5	N/A	1	0	N/A
Painter and Decorator	14	9	1	0	4
Parts Technician	93	88	12	0	11
Plumber	320	289	6	8	9
Power Lineman	49	40	3	0	3

(continued)

TABLE 5

Total Number of Individuals Certified, 2005*

TRADE/OCCUPATION	Journeyman/ Occupational Certificates Issued to Completed Apprentices and Trainees	Interprovincial Red Seals Issued to Completed Apprentices	Qualification Certificates (Note 1)	Equivalency Documents (Note 2)	Other Red Seals Issued (Note 3)
Power System Electrician	16	N/A	12	2	N/A
Recreation Vehicle Service Technician	13	8	2	0	1
Refrigeration and Air Conditioning Mechanic	76	65	5	1	5
Rig Technician (Note 4)	0	N/A	0	0	N/A
Roofer	9	**	0	0	0
Sawfiler	1	N/A	0	0	N/A
Sheet Metal Worker	95	53	1	0	1
Sprinkler Systems Installer	30	23	1	0	1
Steamfitter-Pipefitter	192	170	285	14	206
Structural Steel and Plate Fitter	19	17	0	2	0
Tilesetter	6	0	0	0	0
Tool and Die Maker	0	0	0	0	0
Transport Refrigeration Technician	13	N/A	0	0	N/A
Water Well Driller	4	N/A	2	0	N/A
Welder	888	808	29	17	42
Total - Trades	3,727	3,395	819	285	784
Construction Craft Labourer	2	N/A	31	N/A	N/A
Gas Utility Operator	**	N/A	1	N/A	N/A
Oil and Gas Transportation Services	5	N/A	0	N/A	N/A
Steel Detailer	1	N/A	0	N/A	N/A
Warehousing	8	N/A	17	N/A	N/A
Well Testing Services Supervisor	5	N/A	0	N/A	N/A
Total - Occupations	21	N/A	49	N/A	N/A
TOTAL	**5,955**	**4,395**	**868**	**285**	**784**

Source: *Alberta Advanced Education*

* Individuals issued more than one certificate in 2005 are counted here only once.
** Indicates that some, not all, branches of this trade have a Red Seal designation.

N/A = Not Applicable

Note 1: A Qualification Certificate is a certificate issued to individuals who, through an assessment of their prior work experience, knowledge and skills in a designated trade or occupation, demonstrate they meet the standards set for certification in Alberta. In 2005, 699 of the Qualification Certificates were issued with an Interprovincial Standards Red Seal.

Note 2: The 285 Equivalency documents were issued to recognize a certificate or document (e.g. a trade certificate obtained in another Canadian jurisdiction) as equivalent to a trade certificate granted under the *Apprenticeship and Industry Training Act* when the skills and knowledge on which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified tradesperson in that trade.

Note 3: These 784 Interprovincial Standards Red Seals were issued to individuals who achieved journeyperson status through a certification only process such as the Qualification or Equivalency programs (i.e. without completing an apprenticeship program) or who successfully completed the interprovincial examination in Alberta rather than in the jurisdiction in which they were originally certified.

Note 4: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

TABLE 6

Total Number of Completed Apprentices, Trainees Certified, and Individuals Issued Qualification Certificates, 2000 - 2005*

TRADE/OCCUPATION	2000	2001	2002	2003	2004	2005
Agricultural Equipment Technician	29	54	15	17	4	19
Appliance Service Technician	8	12	15	11	10	11
Auto Body Technician	90	57	61	85	89	130
Automotive Service Technician	308	346	314	312	316	327
Baker	41	43	37	48	28	26
Boilermaker	26	12	20	21	26	24
Bricklayer	9	16	24	14	21	35
Cabinetmaker	36	38	31	54	41	33
Carpenter	166	193	213	241	246	252
Communication Technician	31	37	68	78	43	60
Concrete Finisher	*	10	19	*	9	16
Cook	145	153	134	139	165	193
Crane and Hoisting Equipment Operator	177	248	255	284	326	459
Electrical Motor Systems Technician	11	8	3	9	5	10
Electrician	489	567	684	700	825	1,007
Electronic Technician	4	9	5	8	*	*
Elevator Constructor	4	0	8	4	19	16
Floor covering Installer	1	4	5	3	1	4
Gasfitter	53	50	45	34	41	70
Glazier	10	11	4	14	16	23
Hairstylist	410	421	432	508	600	611
Heavy Equipment Technician	392	490	604	625	437	417
Instrument Technician	111	110	115	204	186	194
Insulator	18	29	34	41	53	59
Ironworker	15	25	52	64	88	76
Ironworker - Metal Building Systems Erector	19	11	25	18	15	2
Landscape Gardener	24	22	21	20	23	20
Lather-Interior Systems Mechanic	0	3	0	5	*	17
Locksmith	5	4	5	0	3	5
Machinist	112	96	153	97	104	142
Millwright	162	221	190	239	191	235
Motorcycle Mechanic	15	14	26	24	19	36
Outdoor Power Equipment Technician	N/A	4	52	*	*	6
Painter and Decorator	21	29	16	16	21	18
Parts Technician	98	100	110	124	116	100
Plumber	109	151	200	275	279	326
Power Lineman	25	33	22	23	43	52
Power System Electrician	14	8	14	15	32	28

(continued)

TABLE 6

Total Number of Completed Apprentices, Trainees Certified, and Individuals Issued Qualification Certificates, 2000 - 2005*

TRADE/OCCUPATION	2000	2001	2002	2003	2004	2005
Recreation Vehicle Service Technician	13	27	15	14	18	15
Refrigeration and Air Conditioning Mechanic	54	59	63	72	69	81
Rig Technician	N/A	N/A	N/A	N/A	N/A	N/A
Roofer	12	10	3	6	15	9
Sawfiler	8	7	5	5	1	1
Sheet Metal Worker	61	46	75	71	90	96
Sprinkler Systems Installer	10	13	25	23	36	31
Steamfitter-Pipefitter	77	101	131	156	219	177
Structural Steel and Plate Fitter	19	22	23	25	29	19
Tilesetter	0	1	5	9	9	6
Tool and Die Maker	0	0	3	1	0	0
Transport Refrigeration Technician	8	6	2	5	10	13
Water Well Driller	1	9	7	6	7	6
Welder	888	855	713	902	980	917
Total - Trades	4,759	4,790	5,221	5,641	5,978	6,749
Construction Craft Labourer	257	141	35	63	53	53
Gas Utility Operator	10	10	7	11	6	8
Oil and Gas Transportation Services	N/A	N/A	N/A	N/A	N/A	5
Steel Detailer	N/A	N/A	N/A	0	0	1
Warehousing	150	11	9	19	30	25
Well Testing Services Supervisor	N/A	N/A	N/A	N/A	N/A	5
Total - Occupations	417	160	51	93	89	97
TOTAL	**4,716**	**4,950**	**5,273**	**5,724**	**6,067**	**6,823**

Source: *Alberta Advanced Education*

* Individuals issued more than one certificate in 2005 are counted here only once.

N/A = Not Applicable. Data does not exist in one or more of the specified years.

TABLE 7

Technical Training Attendance by Institution and School Year, 2000-01 - 2005-06*

	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
Delmar College of Hair Design *(Note 1)*	93	119	117	115	125	113
Fairview College *(Note 2)*	667	763	797	813	N/A	N/A
Keyano College	394	461	456	482	471	545
Lakeland College	584	677	778	773	706	754
Lethbridge Community College	625	690	696	647	610	659
Marvel College *(Note 1)*	73	84	81	83	90	97
Medicine Hat College	270	294	339	315	320	446
Northern Alberta Institute of Technology *(Note 2)*	7,114	8,005	8,897	9,208	9,384	10,439
Olds College	200	203	206	199	226	258
Enform *(Note 3)*	80	77	112	196	242	257
Portage College	0	47	45	43	64	78
Red Deer College	1,450	1,683	1,986	1,795	1,819	2,154
Southern Alberta Institute of Technology	4,706	5,075	5,559	5,710	5,762	6,402
Other Training Providers *(Note 4)*	31	79	81	85	85	89
TOTAL	**16,287**	**18,257**	**20,070**	**20,464**	**19,904**	**22,291**

Source: *Alberta Advanced Education*

* These statistics cover the school year from August 1 to July 31 for each year represented.

Note 1: The Delmar College and Marvel College provide technical training for hairstylists. The hairstylist trade has a two-year apprenticeship program.
Note 2: Effective July 1, 2001, NAIT assumed responsibility for Fairview College.
Note 3: Enform (previously Petroleum Industry Training Service) trains only crane and hoisting equipment operator – wellhead boom truck, which is a one-year apprenticeship program.
Note 4: Other training providers include:
ATCO Electric – is accredited to provide technical training for its power lineman apprentices.
British Columbia Institute of Technology – provides sawfiler training.
FortisAlberta Inc. – (previously Aquila Networks Canada, Utilicorp Networks Canada and Trans Alta Utilities) is accredited to provide technical training for its power lineman apprentices.
Grande Cache Institution – provides training to inmates.
Northern Lakes College – provides carpenter training.

TABLE 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2005*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period (Note 1)	Total Apprentices
Agricultural Equipment Technician	78	25	28	18	18	167
Appliance Service Technician	39	12	20	N/A	8	79
Auto Body Technician	288	302	27	N/A	74	691
Automotive Service Technician	1,034	501	771	404	295	3,005
Baker	89	37	80	N/A	61	217
Boilermaker	50	21	76	27	23	197
Bricklayer	58	112	40	N/A	12	222
Cabinetmaker	185	88	64	67	25	429
Carpenter	1,845	603	457	399	128	3,432
Communication Technician	91	29	80	57	66	274
Concrete Finisher	61	7	N/A	N/A	25	93
Cook	403	190	190	N/A	216	999
Crane and Hoisting Equipment Operator	1,601	0	138	N/A	270	2,009
Electrical Motor Systems Technician	11	9	4	8	11	40
Electrician	2,432	1,707	1,352	1,486	318	7,295
Electronic Technician	1	2	7	0	2	12
Elevator Constructor	0	0	5	1	84	90
Floorcovering Installer	34	24	N/A	N/A	2	70
Gasfitter	119	63	67	N/A	53	302
Glazier	69	40	33	20	4	166
Hairstylist	690	477	N/A	N/A	975	2,082
Heavy Equipment Technician	1,608	581	658	401	246	3,494
Instrument Technician	550	193	233	208	200	1,444
Insulator	288	91	96	N/A	46	521
Ironworker	325	41	36	69	13	484
Ironworker - Metal Building Systems Erector	85	5	N/A	N/A	2	90
Landscape Gardener	66	51	19	39	25	200
Lather-Interior Systems Mechanic	41	25	18	N/A	7	91
Locksmith	20	18	10	11	3	62
Machinist	300	229	184	158	64	935
Millwright	549	381	259	255	97	1,541
Motorcycle Mechanic	96	62	19	31	6	214
Outdoor Power Equipment Technician	23	30	10	4	14	81

(continued)

TABLE 8

Total Number of Apprentices by Trade and Period (or Year) of Training, 2005*

TRADE	1st Period	2nd Period	3rd Period	4th Period	9th Period (Note 1)	Total Apprentices
Painter and Decorator	83	37	10	N/A	20	150
Parts Technician	330	193	153	N/A	20	697
Plumber	1,158	728	611	420	123	3,040
Power Lineman	159	89	89	N/A	46	543
Power System Electrician	19	13	41	55	12	140
Recreation Vehicle Service Technician	60	52	6	N/A	21	139
Refrigeration and Air Conditioning Mechanic	161	127	136	98	25	547
Rig Technician *(Note 2)*	414	30	2	N/A	0	446
Roofer	78	41	34	N/A	13	166
Sawfiler	2	1	4	3	5	15
Sheet Metal Worker	473	206	165	170	12	1,026
Sprinkler Systems Installer	94	53	63	N/A	28	238
Steamfitter-Pipefitter	1,268	508	289	301	61	2,427
Structural Steel and Plate Fitter	62	45	33	N/A	6	146
Tilesetter	13	16	2	N/A	4	35
Tool and Die Maker	3	1	3	N/A	0	7
Transport Refrigeration Technician	18	14	1	N/A	13	46
Water Well Driller	15	21	N/A	N/A	1	37
Welder	3,069	1,420	1,063	N/A	244	5,796
TOTAL	**20,559**	**9,552**	**7,546**	**4,710**	**4,105**	**46,472**

Source: *Alberta Advanced Education*

* These statistics are as of December 31, 2005.

N/A = Not all trades have four periods. The N/As indicate where there is no period in that trade.

Note 1: 9th Period Apprentices are those apprentices who have completed or who have been granted credit for all technical training requirements in their apprenticeship program. Industry examination and work experience (on-the-job training requirements for the trade have yet to be successfully completed.

Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

TABLE 9

Number of Apprentices Registered, Certified and Attending Technical Training by Apprenticeship and Industry Training Office Locations, 2005*

	Total Apprentices Registered	New Apprentices Registered	Apprentices Certified	Technical Training Attendance**
Calgary	11,723	4,271	1,556	5,317
Lethbridge	1,140	565	216	701
Medicine Hat	1,592	567	181	677
Red Deer	1,149	1,066	621	2,011
Total - South Region	15,604	6,469	2,574	8,706
Bonnyville	1,076	559	144	428
Edmonton	17,898	7,181	2,172	7,722
Fort McMurray	2,430	1,039	250	859
Grande Prairie	2,117	877	273	835
Hinton	767	297	98	370
Peace River	621	218	129	293
Slave Lake	823	273	93	378
Vermilion	961	386	173	534
Total - North Region	26,693	10,830	3,332	11,419
Total - Province	42,297	17,299	5,906	20,125
Interprovincial - Training Only *(Note 1)*	173	149	17	215
Interprovincial International - Training and Certification *(Note 2)*	108	48	4	100
Total - Other	302	197	21	315
TOTAL	**46,472**	**17,896**	**5,927**	**20,443**

(Note 3)

Source: *Alberta Advanced Education*

* This table represents statistics covering the January to December 2005 calendar year. Technical training in the previous table is reported as school year. For this table only, the technical training statistics cover the calendar year for comparability within this table.

** Attendance reflects the number of technical training seats occupied.

Note 1: Alberta provides training for apprentices from other provinces and territories where the trade is designated but the jurisdictions are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue these individuals a certificate. They are not counted in Table 5 under Completed Apprentices.

Note 2: Alberta registers apprentices and provides technical training to persons from jurisdictions where no program exists. Alberta issues a certificate on completion of the program.

Note 3: Not all apprentices attend technical training in any given year. Approximately 65 per cent to 75 per cent of all registered apprentices in any year are eligible to attend a period of technical training. Of this number, approximately 80 per cent attend a period of technical training in a given year. The reasons apprentices do not attend technical training vary and include:

- some have successfully completed all of the technical training but do not have all of the required on-the-job training to be certified.
- some are still attending high school and are not able to attend technical training.
- some require upgrading before they are able to attend technical training.
- some have been registered within the previous six months and would not normally attend technical training until they had at least 9 – 12 months of on-the-job training with their employer.
- some are graduates of accredited post-secondary technical programs and have received credit for their technical training.
- some are certified tradespeople in a related trade and have received credit for portions of the technical training in the trade in which they are an apprentice.

TABLE 10

Industry Committee Meetings by Trade/Occupation, 2005

TRADE/OCCUPATION	Provincial Apprenticeship Committees/ Occupational Committees	Provincial Apprenticeship Sub-Committees/ Occupational Sub-Committees	Total Provincial Apprenticeship/ Occupational Committees	Total Local Apprenticeship Committees	Total All Committees
Agricultural Equipment Technician	1	0	1	N/A	1
Appliance Service Technician	1	3	4	0	4
Auto Body Technician	1	1	2	1	3
Automotive Service Technician	1	2	3	9	12
Baker	0	2	2	2	4
Boilermaker	2	3	5	N/A	5
Bricklayer	0	1	1	1	2
Cabinetmaker	0	6	6	3	9
Carpenter	0	3	3	6	9
Communication Technician	0	0	0	1	1
Concrete Finisher	0	2	2	N/A	2
Cook	0	2	2	3	5
Crane and Hoisting Equipment Operator	0	9	9	3	12
Electrical Motor Systems Technician	0	0	0	2	2
Electrician	1	3	4	3	7
Electronic Technician	0	2	2	0	2
Elevator Constructor	1	0	1	N/A	1
Floorcovering Installer	0	5	5	N/A	5
Gasfitter	0	1	1	0	1
Glazier	1	8	9	1	10
Hairstylist	1	7	8	8	16
Heavy Equipment Technician	2	8	10	8	18
Instrument Technician	0	4	4	0	4
Insulator	0	2	2	N/A	2
Ironworker	1	3	4	N/A	4
Landscape Gardener	0	0	0	0	0
Lather-Interior Systems Mechanic	0	2	2	N/A	2
Locksmith	1	1	2	2	4
Natural Gas Compression Technician*	1	0	1	N/A	1
Machinist	2	3	5	1	6
Millwright	2	2	4	3	7
Motorcycle Mechanic	1	2	3	1	4
Outdoor Power Equipment Technician	0	0	0	0	0
Painter and Decorator	1	4	5	2	7
Parts Technician	0	4	4	5	9

(continued)

TABLE 10

Industry Committee Meetings by Trade/Occupation, 2005

TRADE/OCCUPATION	Provincial Apprenticeship Committees/ Occupational Committees	Provincial Apprenticeship Sub-Committees/ Occupational Sub-Committees	Total Provincial Apprenticeship/ Occupational Committees	Total Local Apprenticeship Committees	Total All Committees
Plumber	0	2	2	0	2
Power Lineman	1	1	2	2	4
Power System Electrician	1	2	3	N/A	3
Recreational Vehicle Service Technician	0	1	1	1	2
Refrigeration and Air Conditioning Mechanic	0	1	1	1	2
Rig Technician	2	4	6	N/A	6
Roofer	2	2	4	N/A	4
Sawfiler	0	0	0	N/A	0
Sheet Metal Worker	1	6	7	2	9
Sprinkler Systems Installer	1	1	2	0	2
Steamfitter-Pipefitter	2	2	4	0	4
Structural Steel and Plate Fitter	1	0	1	N/A	1
Tilesetter	0	0	0	0	0
Tool and Die Maker	2	1	3	N/A	3
Transport Refrigeration Technician	1	0	1	N/A	1
Water Well Driller	0	0	0	N/A	0
Welder	1	1	2	7	9
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Construction Craft Labourer	0	0	0	N/A	0
Gas Utility Operator	0	0	0	N/A	0
Oil and Gas Transportation Services	0	0	0	N/A	0
Snubbing Services*	1	0	1	N/A	1
Steel Detailer	1	0	1	N/A	1
Warehousing	0	4	4	N/A	4
Well Testing Services Supervisor	0	0	0	N/A	0
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total - All Trades and Occupations	**38**	**118**	**156**	**78**	**230**

Note 1

Source: *Alberta Advanced Education*

N/A: Not applicable refers to trades where local apprenticeship committees do not exist. Designated occupations do not have local committees.

* Denotes a Provincial Committee.

Note 1: Total of the sub-committee meetings were sent previously. However, they appear low as each trade or occupation has not only standard cases to the final total.

TABLE 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2005

TRADE DESCRIPTION	High School	Full Time	Certified
Agricultural Equipment Technician	26	9	9
Appliance Service Technician	3	3	1
Auto Body Technician	45	64	24
Automotive Service Technician	151	220	101
Baker	9	9	3
Boilermaker	0	0	0
Bricklayer	5	8	3
Cabinetmaker	30	27	10
Carpenter	138	183	39
Communications Technician	2	3	1
Concrete Finisher	–	5	1
Cook	66	76	19
Crane and Hoisting Equipment Operator	4	0	4
Electrical Motor Systems Technician	0	1	0
Electrician	127	246	73
Electronic Technician	0	0	0
Elevator Constructor	0	0	0
Floorcovering Installer	–	1	1
Gasfitter	0	5	1
Glazier	2	–	3
Hairstylist	121	131	171
Heavy Equipment Technician	188	221	95
Instrument Technician	40	50	11
Insulator	0	1	0
Ironworker	2	2	0
Ironworker – Metal Building Systems Erector	0	0	0
Landscape Gardener	5	–	0
Lather-Interior Systems Mechanic	5	1	0
Locksmith	1	6	0
Machinist	20	34	19
Millwright	28	54	18
Motorcycle Mechanic	21	19	5
Outdoor Power Equipment Technician	0	0	0

(continued)

TABLE 11

Number of Participants in the Registered Apprenticeship Program (RAP) by Trade as of December 31, 2005

TRADE DESCRIPTION	High School	Full Time	Certified
Painter and Decorator	3	6	1
Parts Technician	21	29	26
Plumber	99	83	19
Power Lineman	6	5	2
Power System Electrician	0	0	0
Recreational Vehicle Service Technician	2	3	2
Refrigeration and Air Conditioning Mechanic	12	11	1
Rig Technician – *(Note 2)*	0	0	0
Roofer	10	2	0
Sawfiler	0	0	0
Sheet Metal Worker	24	16	5
Sprinkler Systems Installer	1	0	1
Steamfitter-Pipefitter	21	10	6
Structural Steel and Plate Fitter	3	5	1
Tilesetter	1	0	1
Tool and Die Maker	0	0	0
Transport Refrigeration Mechanic	1	1	1
Water Well Driller	1	2	0
Welder	251	259	183
TOTAL	**1,461**	**1,873**	**873**

(Note 1)

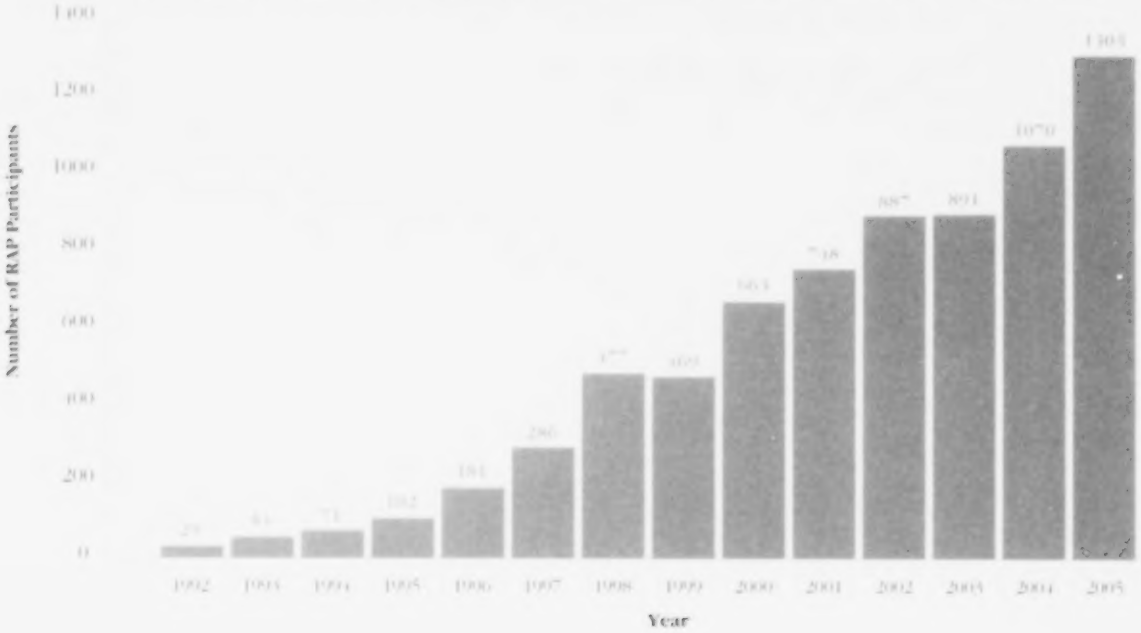
Source: *Alberta Advanced Education*

High School = RAP participants currently in high school
Full Time = RAP participants who have completed high school and are now full time apprentices
Certified = RAP participants who have completed their apprenticeship program and are now certified tradespeople

Note 1: Total number of RAP participants certified since inception of program.
Note 2: Rig technician became a designated trade on June 1, 2005, and is being phased in over three years.

CHART 4

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year, 1992 - 2005



Source: *Alberta Advanced Education*

[1] This graph represents statistics covering a series of calendar years (January to December).

TABLE 12

Number of Apprentices Registered - Total, Aboriginal and Women - 2005*

TRADE/OCCUPATION	Total Apprentices Registered	Aboriginal Apprentices Registered	Women Apprentices Registered
Agricultural Equipment Technician	167	1	0
Appliance Service Technician	79	0	1
Auto Body Technician	691	15	55
Automotive Service Technician	3,085	89	85
Baker	217	3	122
Boilermaker	197	3	0
Bricklayer	222	7	1
Cabinetmaker	429	10	58
Carpenter	3,432	214	148
Communication Technician	273	1	23
Concrete Finisher	93	2	1
Cook	989	27	301
Crane and Hoisting Equipment Operator	2,089	32	32
Electrical Motor Systems Technician	46	0	0
Electrician	7,295	166	261
Electronic Technician	12	0	0
Elevator Constructor	90	1	1
Floorcovering Installer	70	2	0
Gasfitter	302	10	9
Glazier	166	1	2
Hairstylist	2,082	24	1,847
Heavy Equipment Technician	3,491	90	33
Instrument Technician	1,111	15	11
Insulator	521	15	71
Ironworker	484	11	8
Ironworker – Metal Building Systems Erector	90	3	1
Landscape Gardener	280	1	92
Lather-Interior Systems Mechanic	91	2	2
Locksmith	62	1	10
Machinist	935	12	40
Millwright	1,541	41	27
Motorcycle Mechanic	214	3	3

(continued)

TABLE 12

Number of Apprentices Registered - Total, Aboriginal and Women - 2005*

TRADE/OCCUPATION	Total Apprentices Registered	Aboriginal Apprentices Registered	Women Apprentices Registered
Outdoor Power Equipment Technician	81	2	2
Painter and Decorator	150	7	32
Parts Technician	697	12	186
Plumber	3,040	73	81
Power Lineman	343	10	0
Power System Electrician	140	0	3
Recreation Vehicle Service Technician	139	1	1
Refrigeration and Air Conditioning Mechanic	547	9	4
Rig Technician	146	2	0
Roofer	166	10	2
Sawfiler	15	0	0
Sheet Metal Worker	1,026	24	29
Sprinkler Systems Installer	238	3	7
Steamfitter-Pipefitter	2,427	69	81
Structural Steel and Plate Fitter	146	1	5
Tilesetter	35	0	7
Tool and Die Maker	7	0	0
Transport Refrigeration Technician	46	1	1
Water Well Driller	37	0	1
Welder	5,796	189	270
Total - Trades	**46,472**	**1,137**	**3,972**

Source: *Alberta Advanced Education*

* Total number of apprentices registered as of December 31. Apprentices may be registered in more than one trade or branch of a trade within the same year, but are counted here only once.

TOP APPRENTICE AWARDS 2004-2005

	Recipient	Trade	City/Town	Employer
1	Lanny Aguiar	Auto Body Technician – Auto Body Prepper	Calgary	Calgary Coachworks
2	Terrence Aldridge	Insulator	Edmonton	Steeplejack Services (Edmonton) Ltd.
3	Terrence Atherley	Heavy Equipment Technician – Transport Trailer Mechanic	Sherwood Park	Cascade Carriers Ltd.
4	Daniel Baker	Recreation Vehicle Service Technician	Calgary	Guarantee RV Inc.
5	Raffaele Bernucasa	Concrete Finisher	Edmonton	City of Edmonton
6	Yves Berthiaume	Refrigeration and Air Conditioning Mechanic	Calgary	Alaska Refrigeration Ltd.
7	Noel Bolso	Crane and Hoisting Equipment Operator – Boom Truck	Calgary	Norscan Riggins Ltd.
8	Tyler Boreland	Bricklayer	Barrhead	Walter Cook Masonry
9	Nathan Bos	Glazier	St. Albert	Beacon Glass Products Ltd.
10	Wanetta Briggs	Communication Technician	Fort McMurray	Telus Communications
11	Raymond Burgess	Gasfitter – 1st Class	Edmonton	City of Edmonton
12	Justin Byrne	Structural Steel and Plate Fitter	Edmonton	Metal Fabricators and Welding Ltd.
13	Michael Carlson	Sheet Metal Worker	Calgary	Arpi's Industries Ltd.
14	Kyle Christiansen	Electrical Motor Systems Technician	Edmonton	Continental Electric Motor Services Northern Ltd.
15	Amber Clay	Cook	Claresholm	Bridges Golf Course
16	Joshua Cruickshank	Sprinkler Systems Installer	Calgary	D.T. Fire Protection Ltd.
17	Robert D'Mello	Appliance Service Technician	Calgary	Arrow Appliance Service
18	David Elia	Electronic Technician	Calgary	Enmax Calgary's Electric System
19	Daniel Flahr	Parts Technician	Lethbridge	Vance Motors
20	Michael Fowlie	Heavy Equipment Technician – Heavy Duty Equipment Mechanic (Off Road)	Barrhead	Neerlandia Co Op Association
21	Andrea Gavinchuk	Hairstylist	Fort Saskatchewan	Sylvia & Co.
22	Blair Giduk	Power Lineman	Edmonton	Epcor
23	William Gombik	Electrician	Calgary	Direct Electric
24	Bradley Hadden	Landscape Gardener	Spruce Grove	Kiwi Nurseries Ltd.
25	Gregory Hataley	Heavy Equipment Technician –Truck and Transport Mechanic	Calgary	Pepsi-Cola Canada (Truck Shop)
26	Loren Henneigh	Heavy Equipment Technician	Red Deer	Skoodopole Construction Ltd.
27	Brad Hopkins	Agricultural Equipment Technician	Rudett	Green Power Ltd.

TOP APPRENTICE AWARDS 2004-2005

	Recipient	Trade	City/Town	Employer
28	Darell Jacobson	Painter and Decorator	Calgary	Petro Field Industries Inc.
29	Selene Kasha	Cabinetmaker	Edmonton	Hughes Interior Millwork Ltd
30	Daniel Langlois	Transport Refrigeration Technician	Calgary	Thermo King Western Ltd. (Calgary)
31	Christine Misseghers	Instrument Technician	Blairmore	Cobra Maintenance LP
32	Andre Moffett	Boilermaker	Edmonton	Boilermaker Apprenticeship Administration Agency
33	Randy Moisan	Steamfitter - Pipefitter	Edmonton	Bantrel Constructors
34	Kristopher O'Connell	Machinist	Wetaskiwin	Manluk Industries Inc.
35	Derek Ohlmann	Automotive Service Technician	Medicine Hat	Big M. Lincoln Mercury Sale
36	Earl Phillips	Locksmith	Edmonton	Lang Locksmiths Ltd
37	Chad Reimer	Roofer	Hay Lakes	Border Roofing Inc.
38	Derek Rosychuk	Motorcycle Mechanic	Redwater	Honda Extreme
39	Richard Rungrok	Ironworker	Edmonton	Ironworkers Apprenticeship Administration Agency
40	William Smethurst	Crane and Hoisting Equipment Operator - Mobile Crane	Edmonton	Northern Crane Service
41	Dallas Stephens	Sawfiler - Circular	Rocky Mountain House	West Fraser LVL
42	George Strautman	Crane and Hoisting Equipment Operator - Wellhead Boom Truck	Didsbury	Trican Well Service
43	Trevor Suchy	Lather - Interior Systems Mechanic	St. Albert	G.R. Byer & Associates Ltd
44	Delton Thiessen	Carpenter	Deboh	Delton Thiessen
45	Scott Thomson	Millwright	Grande Prairie	Ainsworth Engineered Canada Ltd.
46	Kristin Tonks	Baker	Banff	The Fairmont Banff Springs
47	Claude Vautour	Plumber & Gasfitter - 2nd Class	Calgary	Almy Plumbing Inc.
48	James Walker	Power System Electrician	Calgary	High Time Industries Ltd.
49	Jacqueline Werenka	Welder	Athabasca	Pat Tarrant Welding Ltd.
50	Rodney Wilson	Sawfiler	Grande Prairie	Weyerhaeuser Canada Ltd.
51	Mitchell Yuill	Auto Body Technician - Auto Body Repairer	Cardston	CSL Ford Body Shop Ltd.
52	Mitchell Yuill	Auto Body Technician - Auto Body Refinisher	Cardston	CSL Ford Body Shop Ltd.

No top apprentices for the following trades: floorcovering, tilesetter, ironworker-metal building systems erector, water well driller, as there were no technical training classes.

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
1	Alberta Building Trades Council - Construction Labour Relations - An Alberta Association RAP Scholarship	Eric Smith	Welder
2	Alberta-Pacific Forest Industries Inc. RAP Scholarship	Don Wallis	Heavy Equipment Technician
3	Allan Askeland RAP Scholarship	John Gulliker	Heavy Equipment Technician
4	Bill and Catharine Watson and Family RAP Scholarship	Justin Tolsma	Plumber and Gasfitter - 2nd Class
5	Calgary Foundation - Cadmus Fund RAP Scholarship	Dustin Campos	Millwright
6		Robert Goldsmith	Welder
7	Christian Labour Association of Canada RAP Scholarship	Dominic Dery	Heavy Equipment Technician
8	Construction Labour Relations- An Alberta Association Alberta Building Trades Council	Brendan Twohey	Electrician
9	Electrical Contractors Association of Alberta RAP Scholarship	Craig Johnston	Electrician
10		Josiah Lawson	Electrician
11	Flint Energy Services Ltd. RAP Scholarship	Marshal Doyle	Welder
12	Fluor Constructors Canada Ltd. RAP Scholarship	Michael Fil	Welder
13	International Brotherhood of Boilermakers and the Boilermaker Training Trust Fund RAP Scholarship	Alan Thomas Haug	Welder
14	Ironworkers Local 720 and Local 725 RAP Scholarship	Matthew Polischuk	Welder
15	Jacobs Catalytic Ltd. RAP Scholarship	Virginia-Ann Perry	Millwright
16	Kellogg, Brown & Root (Canada) Company RAP Scholarship	Trevor Bromby	Welder
17	Maxam Contracting Ltd. RAP Scholarship	Christian Baker	Carpenter
18	Mechanical Contractors Association of Alberta RAP Scholarship	Christopher Broski	Plumber and Gasfitter - 2nd Class
19	Merit Contractors Association RAP Scholarship	Kaylin Argent	Electrician
20	Modern Beauty Supplies Inc. RAP Scholarship	Carla Richardson	Hairstylist
21	Motor Dealers' Association of Alberta RAP Scholarship	Calvin Coulombe	Automotive Service Technician
22	NOVA Chemicals Corporation RAP Scholarship	Marshall Koza	Machinist
23	PCL Construction Group Inc. RAP Scholarship	Kevin Suchy	Concrete Finisher
24	Shell Canada Limited RAP Scholarship	Cody Wierenga	Steamfitter - Pipefitter
25	Syncrude Canada Ltd. RAP Scholarship	Kristopher Wolbeck	Steamfitter - Pipefitter
26	The Optimist Club of Sherwood Park RAP Scholarship	Michelle Biggs	Hairstylist
27	TransCanada Pipelines Limited RAP Scholarship	Christopher Cook	Machinist
28	Alberta Apprenticeship and Industry Training Board RAP Scholarship	Tyler Aitken	Cook
29		Rebecca Allard	Hairstylist
30		James Anderson	Electrician
31		Murray Anderson	Millwright
32		Kristy Angers	Hairstylist
33		Travis Appel	Electrician
34		John Armitage	Automotive Service Technician
35		Chad Armstrong	Cook
36		Cody Axley	Heavy Equipment Technician
37		Kurt Badin	Motorcycle Mechanic
38		Chad Bagan	Power Lineman

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
39	Alberta Apprenticeship and Industry Training Board RAP Scholarship continued	Graeme Bailey	Electrician
40		Devon Bangma	Welder
41		Matthew Battenfelder	Appliance Service Technician
42		Michael Beier	Welder
43		Jason Belliveau	Welder
44		Dallas Bendfeld	Heavy Equipment Technician
45		Damien Berg	Welder
46		Devon Blenkiron	Agricultural Equipment Technician
47		Richard Bogath	Welder
48		Marcus Boisson	Heavy Equipment Technician
49		Terry Bota	Heavy Equipment Technician
50		Wade Braun	Welder
51		Matthew Breitkreitz	Electrician
52		Alain Brochu	Automotive Service Technician
53		Nichole Broere	Hairstylist
54		Matthew Brown	Welder
55		Kristen Bujold	Hairstylist
56		Garrett Burchill	Plumber and Gasfitter - 2nd Class
57		Chelsey Bushore	Hairstylist
58		Kyle Campagnolo	Welder
59		Brennen Campbell	Welder
60		Shane Campbell	Plumber and Gasfitter - 2nd Class
61		Landon Campsall	Parts Technician
62		Bennett Carrothers	Heavy Equipment Technician
63		Dustin Chabot	Plumber and Gasfitter - 2nd Class
64		Cesar Chapeton	Carpenter
65		Tyler Chick	Welder
66		Greg Christensen	Electrician
67		Barry Clark	Electrician
68		Trevor Cobb	Welder
69		Cody Collicutt	Welder
70		Mike Cowperthwaite	Refrigeration and Air Conditioning Mechanic
71		Mark Crabb	Electrician
72		Jeffrey Crawford	Cook
73		Jordan Davis	Welder
74		Trevor Dean	Carpenter
75		Garnett Defoe	Welder
76		Lance Deibert	Electrician
77		Rylan Denzler	Machinist

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
78	Alberta Apprenticeship and Industry Training Board RAP Scholarship continued	Erich Dittmann	Carpenter
79		Brandon Dobos	Carpenter
80		Drew Doll	Heavy Equipment Technician
81		Tyler Doucette	Automotive Service Technician
82		Travis Dow	Heavy Equipment Technician
83		Amanda Draper	Hairstylist
84		Jessy Drewes	Heavy Equipment Technician
85		Michel Dumont	Automotive Service Technician
86		David Dunkley	Heavy Equipment Technician Heavy Duty Equipment (Off Road)
87		Meggan Elliott	Hairstylist
88		Mitchell Ellis	Heavy Equipment Technician
89		Stacey Elser	Heavy Equipment Technician
90		Jenna Emke	Hairstylist
91		Mark Ewasiuk	Carpenter
92		Michael Fenton	Automotive Service Technician
93		Cory Fenyvesi	Welder
94		Dustin Folvik	Heavy Equipment Technician
95		Darel Foster	Automotive Service Technician
96		Garnett Fraser	Automotive Service Technician
97		Nicolas Gallipeau	Automotive Service Technician
98		Seamus Gates	Instrument Technician
99		Lane Gerwatosky	Insulator
100		John Gettis	Cabinetmaker
101		Derek Gibson	Welder
102		James Gilroy	Heavy Equipment Technician
103		Kent Godley	Welder
104		Kayley Goodine	Hairstylist
105		Paul Gorgichuk	Electrician
106		Stuart Gray	Heavy Equipment Technician
107		Maryse Greenwood	Automotive Service Technician
108		Nicolas Guay-Hayward	Carpenter
109		Scott Gullickson	Carpenter
110		Aaron Gunsch	Agricultural Equipment Technician
111		Brad Haddad	Automotive Service Technician
112		Andrew Haggard	Automotive Service Technician
113		Thomas Hanel	Automotive Service Technician
114		Alan Hank	Automotive Service Technician
115		Lucian Hanna	Hairstylist
116		Jordan Hanson	Auto Body Technician Auto Body Refinish
117		Zachary Hanson	Plumber and Gasfitter – 2nd Class
118		Justin Hardstaff	Automotive Service Technician

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
119	Alberta Apprenticeship and Industry Training Board RAP Scholarship continued	Jeremy Harris	Welder
120		Victoria Haycock	Parts Technician
121		Alyson Haywood	Hairstylist
122		Garett Hemstock	Welder
123		Adam Heykants	Welder
124		Rodney Hills	Electrician
125		Danny Hollingsworth	Welder
126		Michael Houghton	Parts Technician
127		Garrett Hulsman	Welder
128		Colin Humphreys	Welder
129		Rachelle Jacobs	Hairstylist
130		Dallen Jacobsen	Automotive Service Technician
131		Chase Jensen	Instrument Technician
132		Joel Johannson	Heavy Equipment Technician
133		Byron C. Johnson	Automotive Service Technician
134		Chad Johnson	Instrument Technician
135		Kyle Jones	Heavy Equipment Technician
136		Travis Jones	Millwright
137		Warden Karastas	Automotive Service Technician
138		Shawn Keenan	Transport Refrigeration Technician
139		Jared Keller	Motorcycle Mechanic
140		Tyler Kennedy	Automotive Service Technician
141		Julia Kent	Cook
142		Mohamed Khaled	Welder
143		Dana King	Cook
144		Nathan Kunnbargh	Automotive Service Technician
145		Chad Klop	Electrician
146		Curtis Klassen	Welder
147		Richard Kloiber	Automotive Service Technician
148		David Koenig	Electrician
149		Josiah Kondyo	Automotive Service Technician
150		Trevor Konynenbelt	Heavy Equipment Technician
151		Christopher Koprva	Welder
152		Joshua Korpan	Heavy Equipment Technician
153		Jeremy Koskewich	Automotive Service Technician
154		Kyle Krabbes	Welder
155		James Labine	Heavy Equipment Technician
156		Amanda Lambert	Parts Technician
157		Lewis Lanviere	Electrician
158		Robert Latreille	Carpenter
159		Adam Latuder	Heavy Equipment Technician
160		Andre Leblanc	Carpenter
161		Cory Leighton	Welder

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
162	Alberta Apprenticeship and Industry Training Rental RAP Scholarship continued	Mason Henry	Heavy Equipment Technician
163		Kodi Hoad	Electrician
164		Kyle Lywens	Sheet Metal Worker
165		John Macbeth	Electrician
166		Samuel Macklem	Plumber and Gasfitter – 2nd Class
167		Cole Madill	Heavy Equipment Technician
168		Jordan Mahler	Machinist
169		Timothy Manfaltz	Heavy Equipment Technician
170		Michael Marshall	Electrician
171		Daniel May	Welder
172		Luke Meiklejohn	Millwright
173		Lance McNamara	Welder
174		Matthew Mills	Millwright
175		Cody Mott	Plumber and Gasfitter – 2nd Class
176		Mathew Monteith	Automotive Service Technician
177		Robert Morgan	Plumber and Gasfitter – 2nd Class
178		Mitchell Mornsh	Automotive Service Technician
179		Mathew Mosacki	Welder
180		Konrad Mower	Heavy Equipment Technician
181		Edward Murphy III	Refrigeration and Air Conditioning Mechanic
182		Rebecca Naseem	Hairstylist
183		Said Nasr	Refrigeration and Air Conditioning Mechanic
184		Erik Neumeyer	Electrician
185		Kalon Nill	Auto Body Technician – Auto Body Repairer
186		Peter Nimco	Millwright
187		Rex Nisbet	Motorcycle Mechanic
188		Stephanie O'Brien	Hairstylist
189		Trevor Olsen	Carpenter
190		Cole O'Neill	Heavy Equipment Technician
191		Alan Opdendries	Automotive Service Technician
192		Dylan Oudshoorn	Electrician
193		Andrew Pues	Plumber and Gasfitter – 2nd Class
194		Katrina Pankratz	Welder
195		Ryan Patzer	Plumber and Gasfitter – 2nd Class
196		Matthew Pauly	Automotive Service Technician

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
197	Alberta Apprenticeship and Industry Training Board RAP Scholarship continued	Stephane Pedneault	Heavy Equipment Technician
198		Jacob Pelletier	Cook
199		Gordon Phung	Automotive Service Technician
200		Shawn Pilgaard	Electrician
201		Lisa Poulsen	Hairstylist
202		Coltan Povey	Automotive Service Technician
203		Joel Powell	Automotive Service Technician
204		Lindsay Qayutinnuaq	Instrument Technician
205		Derek Ramsay	Welder
206		David Rankin	Carpenter
207		Mark Rasmussen	Heavy Equipment Technician
208		Jordan Richard	Heavy Equipment Technician
209		Ashton Riggs	Heavy Equipment Technician
210		Kurt Robak	Electronic Technician
211		Chad Robinson	Electrician
212		Chad Roskewich	Instrument Technician
213		Adrian Rzepkowski	Welder
214		Solomon Sands	Automotive Service Technician
215		James Sawatzky	Heavy Equipment Technician
216		George Sawchuk	Welder
217		Jeffrey Schierman	Welder
218		Jesse Schinkel	Automotive Service Technician
219		Carey Schlitter	Electrician
220		Johnathan Schrale	Glazier
221		Chad Seerey	Heavy Equipment Technician
222		Kevin Sharman	Plumber and Gasfitter - 2nd Class
223		Murray Simpson	Painter and Decorator
224		Kelly Smith	Electrician
225		Cody Smith	Heavy Equipment Technician
226		Jesse Snider	Welder
227		Craig Spady	Electrician
228		Justin Standing	Heavy Equipment Technician
229		Shaun Stauffer	Auto Body Technician - Auto Body Refinisher
230		Gregory Strilchuk	Automotive Service Technician
231		Addison Surgenor	Auto Body Technician - Auto Body Repairer
232		Gregory Tatro	Automotive Service Technician
233		Craig Tebbutt	Automotive Service Technician
234		Lindsay Templar	Hairstylist
235		Alexander Theodore	Cook

2004-2005 REGISTERED APPRENTICESHIP PROGRAM (RAP) SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
236	Alberta Apprenticeship and Industry Training Board RAP Scholarship continued	Jared Thome	Machinist
237		Gillian Thomson	Hairstylist
238		Ekaterina (Kathy) Tsakalakis	Hairstylist
239		Justin Tucker	Carpenter
240		Erick Tveter	Heavy Equipment Technician
241		Jordan Tweten	Welder
242		Nathaniel Tyler	Cook
243		Chelsea Tym	Hairstylist
244		Laszlo Varvizi	Welder
245		Daniel Vasseur	Heavy Equipment Technician
246		Blake Vickers	Electrician
247		Jonathan Visscher	Carpenter
248		Derek Visser	Heavy Equipment Technician
249		Justin Vollrath	Welder
250		Jessie Voth	Hairstylist
251		Lee Wakefield	Heavy Equipment Technician
252		Jarrett Wallace	Welder
253		Kyle Waterhouse	Carpenter
254		Christian Weimacker	Bricklayer
255		Troy Wells	Welder
256		Cody Whan	Welder
257		Joseph Whitesell	Carpenter
258		John Wiebe	Heavy Equipment Technician
259		Roman Wik	Motorcycle Mechanic
260		Cody Wild	Heavy Equipment Technician
261		Scott A. (Drew) Wilkinson	Welder
262		Smokie Williams	Steamfitter-Pipefitter
263		Cody Winstruk	Parts Technician
264		Patrick Wozney	Carpenter
265		Shane Yachimec	Millwright
266		Tyler Zeiner	Heavy Equipment Technician
267		James Zemp	Electrician
268		Michael Zijlstra	Steamfitter-Pipefitter
269		Joel Zylstra	Automotive Service Technician

2005 ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
1	Alberta Building Trades Council and Construction Labour Relations – An Alberta Association Scholarship	Kristin Lussier	Instrument Technician
2	Alberta Building Trades Council Scholarship	Michael Rodwell	Steamfitter-Pipefitter
3	Alberta Construction Association – Thygesen Apprentice Scholarship	Antoine Boulet	Machinist
4		Clark Herschmiller	Welder
5		Matthew Keller	Floorcovering Installer
6		Shawn McDermid	Electrician
7		Andrew Montgomery	Welder
8		Donald Nowak	Electrician
9		Kyle Sayler	Electrician
10		Wayne Smith	Sheet Metal Worker
11		Mirasje Vandekamp	Hairstylist
12		Tyler Warawa	Plumber and Gasfitter - 2nd Class
13		Robert Ypma	Refrigeration and Air Conditioning Mechanic
14	Alican Sands Energy Inc. Apprenticeship Scholarship	Blair Hladilo	Parts Technician
15	Alex Munro Aboriginal Apprenticeship Scholarship	Carla Jones	Carpenter
16	Alggin Metal Industries Ltd. Gino Bianchini Memorial Scholarship	Victor Watson	Sheet Metal Worker
17	Arpis Scholarship	Kevin Brisky	Plumber and Gasfitter - 2nd Class
18	ATCO Power Ltd. Scholarship	Lyle Wensgerber	Steamfitter-Pipefitter & Gasfitter - 2nd Class
19	Athabasca Oil Sands Project Excellence Award	Darcy Knox	Heavy Equipment Technician
20	AWMAC – Northern Alberta Chapter Scholarship	Robert Button	Cabinetmaker
21	AWMAC – Southern Alberta Chapter Scholarship	Chad Kapler	Cabinetmaker
22	Bill (Curly) Watson Memorial Scholarship	Thomas A. Maultsby	Electrician
23	Bob Stollery Apprentice Scholarship	Mathew Cebuliak	Crane & Hoisting Equipment Operator - Boom Truck
24		Blair Chouinard	Millwright
25		Darren Dolman	Carpenter
26		Peter Morrison	Millwright
27		Sylvain Vanier	Carpenter

2005 ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
28	Boilermaker Apprenticeship Administration Agency Scholarship	Jason Visser	Welder
29	Bunch Welding Scholarship	Clinton Arledge	Electrician
30	C.L. (Pat) Hill – Charlton & Hill Ltd. Scholarship	Mark Gahn	Sheet Metal Worker
31	Calgary Construction Association Bob Scrimgeour Scholarship	Warren Fahlman	Sprinkler Systems Installer
32	Calgary Construction Association Greg Davidson Scholarship	Dustin Manchester	Heavy Equipment Technician
33	Calgary Construction Association Ken Kennedy Scholarship	David Gilmer	Heavy Equipment Technician
34	Calgary Construction Association Ken Trueman Scholarship	Sean Foster	Plumber and Gasfitter – 2nd Class
35	Calgary Construction Association Pat Barry Scholarship	Joseph Clark	Electrician
36	Calgary Motor Dealers Association Scholarship	Chris White	Automotive Service Technician
37	Canadian Institute of Steel Construction – Alberta Region Scholarship	Michel Servant	Welder
38	Canem Systems Ltd. Scholarship	Travis Dunne	Electrician
39	Canyon Plumbing & Heating Ltd. Scholarship	Kenneth Parenteau	Plumber and Gasfitter – 2nd Class
40	Centaur Subaru Scholarship	Misty Donahue	Automotive Service Technician
41	Chemco Electrical Contractors Ltd. Scholarship	Jiangtang Liu	Electrician
42	Christian Labour Association of Canada Scholarship	Calvin Fehr	Carpenter
43	Clearwater Welding & Fabricating Ltd. Scholarship	Kevin Marck	Welder
44	Clifford E. Williams Scholarship	Mathew Wolff	Plumber and Gasfitter – 2nd Class
45	Comstock Canada Scholarship	Shea Stewart	Plumber and Gasfitter – 2nd Class
46	Construction Labour Relations – An Alberta Association – R. Neil Tidsbury Scholarship	Dwayne Opp	Millwright
47	Construction Labour Relations – An Alberta Association and Alberta Building Trades Council Scholarship	Shane Fox	Plumber and Gasfitter – 2nd Class
48	Construction Labour Relations – An Alberta Association Scholarships	Richard Dien Ebersan	Instrument Technician
49		Dustin Franke	Plumber and Gasfitter – 2nd Class
50		Darwin Johnson	Millwright
51	David Fagan Memorial Scholarship	Michael Stapley	Welder
52	ECAA & North West Chapter Alberta Apprenticeship Scholarship	Keith Tunke	Electrician
53	Edmonton Pipe Trades Educational Trust Fund Local 488 Scholarship	Trevor Allen	Steamfitter-Pipefitter

2005 ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
54	Edward R. Rewucki Scholarship	Dustin Longman	Automotive Service Technician
55	Edwards Garage Scholarship	Joseph Van Straten	Automotive Service Technician
56	Electrical Contractors Association of Alberta Apprenticeship Scholarship	Paul Germain	Electrician
57	EnCana Corporation Aboriginal Scholarship	Alex Romeike	Carpenter
58	EPCOR Aboriginal Scholarship	Dean Diesel	Steamfitter-Pipefitter & Gasfitter - 2nd Class
59	ExxonMobil Canada Scholarship	Paul Cyr	Electrical Motor Systems Technician
60	Ferguson Glass Scholarship	Dale Hagel	Glazier
61	First Canadian Insurance Corporation Scholarship	Jennifer Mandick	Automotive Service Technician
62	First North Catering Scholarship	Jolene Dieterman	Cook
63	Fluor Constructors Canada Ltd. Scholarship	Gary Henneigh	Heavy Equipment Technician
64		Suzanne Kroetsch	Welder
65		Nathan Offord	Heavy Equipment Technician
66	G. Peterson Scholarship	Tonia Ricalton	Machinist
67	General Presidents' Maintenance Committee Apprentice Scholarship	Daniel Wilson	Electrician
68	Grande Prairie Auto Dealers Association Scholarship	Joel Peters	Automotive Service Technician
69	Heninger Toyota Scholarship	Jennifer Denby	Automotive Service Technician
70	IBEW Local #424 - ECAA Alberta Apprenticeship Scholarship	Alain Charron	Electrician
71	Industrial Contractors Association of Canada Scholarship	Cody Bexson	Carpenter
72		Timothy Demler	Carpenter
73	J.B. (Bernie) Quinn Memorial Scholarship	Ian Nicolay	Steamfitter-Pipefitter & Gasfitter - 2nd Class
74	Kellogg Brown & Root (Canada) Company Scholarship	Peter Schubert	Welder
75	Ledcor Scholarship	Andrea Orom	Machinist
76	Lehigh Inland Cement Limited George Ritz & George Street Memorial Scholarship	Neil Doris	Electrician
77	Lennox Canada Inc. Scholarship	Ray McClocklin	Sheet Metal Worker
78	M & M Dabrowski Scholarship	Jeffrey Lang	Plumber and Gasfitter - 2nd Class
79	Masonry Contractors Association of Alberta Scholarship	Debbie Farstad	Bricklayer
80	Maxam Contracting Ltd. Scholarship	Kenneth Gaschnitz	Electrician
81	MDA Education Foundation Apprentice Scholarship	Aaron Fauser	Automotive Service Technician
82		Chris Margetts	Automotive Service Technician
83		Nicholas Pelly	Automotive Service Technician
84	Mechanical Contractors Association of Alberta (Southern) - Anderson Family Scholarship	Derek Lukacs	Plumber and Gasfitter - 2nd Class

2005 ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
85	Mechanical Contractors Association of Alberta (Southern) – Cameron A. Wright Scholarship	Jason Fisher	Plumber and Gasfitter – 2nd Class
86	Mechanical Contractors Association of Alberta (Southern) – Frederick Jack Deeves Scholarship	Frank D. Herbig	Plumber and Gasfitter – 2nd Class
87	Mechanical Contractors Association of Alberta (Southern) – Gary E. Ellenton Scholarship	Kevin Lagore	Plumber and Gasfitter – 2nd Class
88	Mechanical Contractors Association of Alberta (Southern) – George E. Kienitz Scholarship	Chris Dabor	Plumber and Gasfitter – 2nd Class
89	Mechanical Contractors Association of Alberta Scholarship	Ryan Inman	Plumber and Gasfitter – 2nd Class
90		Matthew Wentz	Plumber and Gasfitter – 2nd Class
91	Medicine Hat Construction Association Scholarship	Jay Metheral	Heavy Equipment Technician
92	Merit Contractors Association Scholarship	Cameron Braun	Heavy Equipment Technician
93		Robert Dunstall	Instrument Technician
94		Eric Pettyjohn	Electrician
95	PCL Industrial Constructors Inc. Scholarship	Bobbie Auger	Steamfitter-Pipefitter & Gasfitter – 2nd Class
96		Josh Crick	Carpenter
97		Trieva McBeth	Welder
98		Justin Stewart	Carpenter
99		Patrick Sweet	Carpenter
100	Plante, Nelson & Comfort Heating (1981) Ltd. Scholarship in Sheet Metal	Dwayne Oliver	Sheet Metal Worker
101	Red Deer Construction Association Scholarship	Nathan Rudolph	Electrician
102	Refrigeration & Air Conditioning Contractors Association of Alberta Scholarship	Orin D'Mello	Refrigeration and Air Conditioning Mechanic
103	S.E. Johnson Ltd. – Mechanical Contractors Apprentice Scholarship	Eddy Keil	Steamfitter-Pipefitter
104	Schendel Mechanical Contracting Ltd. Scholarship	Zexuan Li	Welder
105	Scotiabank Dealer Finance Centre Scholarship	Andrew Vandenhoven	Automotive Service Technician
106	Sheet Metal Contractors Association of Alberta Scholarship	Lance Taylor	Sheet Metal Worker
107	Sheet Metal Workers' International Association Local #8 Scholarship	Robert T. Hay	Sheet Metal Worker
108	Sinclair Supply Ltd. Scholarship	Aaron Esses	Sheet Metal Worker
109	Southland Transportation Ltd. Scholarship	Christopher Hoetmer	Heavy Equipment Technician

2005 ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
110	Spartan Controls Apprenticeship Award	Minh Trac	Instrument Technician
111	Suncor Energy Inc., Oil Sands Scholarship	Warren Abbott	Steamfitter-Pipefitter
112		Jeanette Madson	Steamfitter-Pipefitter
113		Anthony Pannell	Heavy Equipment Technician
114		Kevin Stoker	Electrician
115	Supreme Steel Scholarship	Darcy Actemichuk	Welder
116		Alayna Dornbush	Welder
117		Aaron Tarnasky	Welder
118	Syncrude Aboriginal Scholarship	Rodney Bonnertrouge	Electrician
119	Syncrude Canada Ltd. Scholarship	David Zabok	Heavy Equipment Technician
120	The Botting Group of Companies Scholarship	Gary Bray	Sheet Metal Worker
121	Thompson Family Foundation Scholarship	Ashley Browatzke	Carpenter
122	TIAA Insulator Scholarship	Dennis Liesch	Insulator
123	TransCanada Scholarship	Burl Cunningham	Welder
124	Trotter and Morton Scholarship	Jason Pike	Refrigeration and Air Conditioning Mechanic
125	U.A. Local #496 – Piping Industry Training School Scholarship	Dale Ivey	Steamfitter-Pipefitter & Gasfitter - 2nd Class
126	United Association of Plumbers & Pipefitters Local #488 Scholarship	James Philip	Plumber and Gasfitter - 2nd Class
127	United Association of Plumbers & Pipefitters Local #488 Supplementary Benefit Trust Fund Scholarship	Jeff Gibson	Plumber and Gasfitter - 2nd Class
128	Watward Steel Fabricators Ltd. Scholarship	Timothy Francis	Welder
129		Ryan McGonigal	Welder
130		Caide Rock	Welder
131	Wilf Duke Memorial Scholarship	Maureen T. Rosenfeldt	Steamfitter-Pipefitter
132	Alberta Apprenticeship and Industry Training Board Scholarship	Nathan Bittles	Heavy Equipment Technician
133		Jordan Brown	Electronic Technician
134		Clinton Buhler	Heavy Equipment Technician
135		Gemmine Campbell	Parts Technician
136		John Capatos	Electrician
137		Blake Corey	Baker
138		Jennifer Cossey	Parts Technician

2005 ALBERTA APPRENTICESHIP AND INDUSTRY TRAINING SCHOLARSHIP RECIPIENTS

	Sponsor	Recipient	Trade
140	Alberta Apprenticeship and Industry Training Board Scholarship continued	Jennifer Dahlen	Plumber and Gasfitter – 2nd Class
141		Colleen Deguire	Cabinetmaker
142		Dean DeJong	Auto Body Repairer
143		Colin Ebertz	Parts Technician
144		Larry Ewanchuk	Automotive Service Technician
145		Sharon Farrington	Cook
146		David Finnigan	Power System Electrician
147		Byron Gagne	Appliance Service Technician
148		Kyle Gross	Agricultural Equipment Technician
149		Kurtis Hoogland	Motorcycle Mechanic
150		Brian Lefever	Machinist
151		Leah McCarthy	Electrician
152		Matthew McGinn	Automotive Service Technician
153		Timothy McLachlan	Electrician
154		Benjamin Moon	Outdoor Power Equipment Technician – Marine Equipment
155		Roger Morey	Heavy Equipment Technician
156		Tyson Nelson	Heavy Equipment Technician
157		Matthew Perusini	Automotive Service Technician
158		Earl Phillips	Locksmith
159		Sherry Phillips	Electrician
160		Patricia K. Pica	Communication Technician
161		Michael Piggott	Painter and Decorator
162		Stephanie Puttick	Machinist
163		Nicholas Radke	Outdoor Power Equipment Technician – Power Equipment
164		Cody Roy	Electrician
165		Jon Ruether	Plumber and Gasfitter – 2nd Class
166		Danielle Schwank	Electrician
167		Karl Steiner	Electrician
168		Elana Turner	Landscape Gardener
169		Jarred Wegner	Automotive Service Technician
		Jeff Ziehr	Crane & Hoisting Equipment Operator – Mobile Crane